**THE MARLBOROUGH C of E SCHOOL**



**PERSONAL SPECIFICATION: LEARNING SUPPORT ASSISTANT**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** |  |  |  |
| Good Numeracy and Literacy Skills | √ |  | AP&CT |
| 5 + GCSEs Grade C and above including English and Maths | √ |  | AP&CT |
| Enhanced DBS, Clearance for Prohibition Check + Right to Work in the UK | √ |  | DBS |
| Recent and Relevant CPLD | √ |  | AP&CT |
| **Experience** |  |  |  |
| Ability to use IT effectively | √ |  | AP&IN |
| Experience of working with young people aged 11-18 years, whether in the workplace, educational establishment or at home. | √ |  | AP, IN, RF |
| Willingness to support Extra Curricular Activities | √ |  | AP&IN |
| **Skills** |  |  |  |
| Excellent communication and organisational skills | √ |  | AP, IN & RF |
| Ability to motivate pupils | √ |  | AP, IN & RF |
| Ability to listen | √ |  | AP&IN |
| Good interpersonal skills and the ability to work collaboratively. | √ |  | AP, IN & RF |
| A genuine commitment to supporting the development and well-being of young people. | √ |  | AP, IN & RF |
| A sense of humour and perspective | √ |  | AP&IN |
| Patience | √ |  | AP&IN & RF |
| Ability to relate well to adults and children | √ |  | AP&IN & RF |
| Is approachable, imaginative and empathetic | √ |  | AP&IN & RF |
| **Knowledge and Understanding** |  |  |  |
| Understanding the educational values of the school | √ |  | AP&IN |
| An understanding of young people’s behaviour | √ |  | AP&IN |
| Good level of computer competency | √ |  | AP&IN |
| Safeguarding and Child Protection | √ |  | AP&IN |
| AP = Application Form, IN = Interview, CT = Certificates, OB = Observation and RF = References | | | |

**This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All aspects of the person specification will be tested at some part of the recruitment process. Should the applicant be shortlisted any relevant issues arising from references will be taken up at interview.**