

## Person Specification

### Post: Learning Support Assistant

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Grade C or above in GCSE English and mathematics</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Good honours degree</li> <li>• Additional qualifications associated with SEMH / ASD</li> <li>• First aid qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Working with young people</li> <li>• Support students with a range of specific learning needs</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> <li>• Teaching or mentoring in a school</li> <li>• Working in a similar role</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students</li> <li>• Ability to construct successful relationships in order to manage behaviour</li> <li>• Commitment to safeguarding</li> <li>• Maintain confidentiality at all times</li> <li>• Analytical thinker</li> <li>• Maintain accurate and up to date records</li> <li>• Microsoft Office, especially Excel, Outlook and Word</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Some understanding of how children learn</li> <li>• Safeguarding procedures</li> <li>• Use of data management system/s e.g. SIMS</li> <li>• Pupil Premium funding and proven strategies for raising attainment</li> <li>• Current educational policy</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble and kind</li> <li>• Diplomatic</li> <li>• Personal and professional integrity</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to receive and act on feedback</li> <li>• Ability to effectively evaluate own performance and develop yourself</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>