

Person Specification

Job title: Learning Support Assistant

Start date: September 2026

Salary Details: B1 (Point 4-6) 37 hours per week, TTO plus 5 days

Key to assessment criteria

A = Application Form

I = Interview

R = References

C = Certificates

Essential Selection Criteria	Criteria Assessment	Desirable Selection Criteria	Criteria Assessment
Education and qualifications			
GCSE English and Maths or equivalent	A / C	Evidence of further study	A / C
Skills			
Excellent communication and literacy skills	A / I		
Confident in using IT	A / I		
Ability to relate well to young people and adults	A / I		
Excellent interpersonal skills and communication	A / I		
Emotional resilience due to the nature of the role	A / I		
Ability to work constructively as part of a team	A / R / I		
To be flexible, adaptable, reactive and proactive	A / R / I		
Knowledge and understanding			
Interest in working in an education setting	A / I	Experience of delivering learning in an education setting	A / R / I
Understanding roles and responsibilities in an education setting and your own position within these	A / I	Experience of working in a school/education setting	A / I