

## Person Specification

### Level 2 Learning Support Assistant

#### Term Time Only

Assessment method	Short listing criteria	Essential	Desirable
Application form/interview	<b>QUALIFICATION/TRAINING</b> Relevant qualification(s) in SEN support		✓
Application form/interview/evidence of INSET/ courses attended	Training in relevant strategies and SEN - e.g. literacy, numeracy, communication difficulties, speech and language etc		✓
Application form/interview	<b>SKILLS</b> Ability to work effectively within a team environment, understand class roles and responsibilities.	✓	
Application form/interview	Ability to promote a positive ethos and role model positive attributes	✓	
Application form/interview	Ability to work effectively with the core team and other LSA's build positive working relationships with all pupils and colleagues.	✓	
Application form/interview	Build positive working relationships with all pupils and colleagues	✓	
Application form/interview	Ability to adapt approach in accordance with pupil needs	✓	
Application form/interview	Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate.	✓	
Application form/interview	Excellent numeracy and literacy skills	✓	
Application form/interview	Ability to motivate others	✓	
Application form/interview	<b>KNOWLEDGE/EXPERIENCE</b> Working knowledge of implementing national stage curriculum and other relevant learning programmes/strategies		✓
Application form/interview	Minimum 2 years experience of working within the secondary school sector		✓

Application form/interview	Full working knowledge of relevant policies/codes of practice and awareness of recent legislation		✓
Application form/interview	Understanding of statutory frameworks relating to teaching		✓
Application form/interview	Experience of resources preparation to support learning programmes		✓
Application form/interview	Can use ICT effectively to support learning	✓	
Application form/interview	<b>PROFESSIONAL VALUES AND PRACTICE</b> High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	✓	
Application form/interview	Willingness to obtain First Aid at Work Certificate	✓	
Application form/interview	Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for their development as learners	✓	
Application form/interview	Demonstrate and promote the positive value, attitudes and behaviour they expect from pupils with whom they work	✓	
Application form/interview	Able to improve their own practice through observations, evaluation and discussion with colleagues	✓	
Application form/interview	Ability to work collaboratively with colleagues, and carry out the role effectively, knowing when to seek help and advice	✓	
Application form/interview	Ability to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning	✓	
Application form/interview	Willingness to participate in relevant training and development opportunities	✓	

January 2026