Person Specification – LSA

MINIMUM ESSENTIAL REQUIREMENTS	METHOD OF ASSESSMENT
1. Work Related Skills/Knowledge	
Knowledge and understanding of SEND	Application form and Interview
Ability to teach and support SEND learners	Application form and Interview
High level communication skills	Application form and Interview
High level of organisational skills	Application form and Interview
Ability to promote the needs of SEND learners	Application form and Interview
Experience of setting and achieving targets	Application form and Interview
Proficient in ICT	Application form and Interview
2. Qualifications and Professional Background	
Numeracy and literacy competence with GCSE or equivalent in Maths and English	Application form
Level 3 or equivalent qualification (or working towards)	Application form Application form
Evidence of continuing professional development	Application form
A variety of teaching support experience of SEND learners	Application form and Interview
Relevant SEND training, qualification or experience	Application form and Interview
Knowledge and experience of strategies and techniques to support pupils with SEND difficulties	Application form and Interview
3. Other Requirements	
Motivation and Enthusiasm	Interview
Ability to use own initiative	Application form, Interview
Ability to manage conflict	Application form, Interview
Capacity to work with resilience to ensure progress towards targets and good humour	Application form, Interview
Outward, forward looking approach combining vision and progression	Application form, Interview
Ability to work under pressure and successfully meet deadlines	Application form, Interview