



St Augustine
Academy

Person Specification

Learning Support Assistant

The successful candidate will be well motivated, able to use his/her initiative and enjoy the level of responsibility involved in this post.

A = Application R = Reference I = Interview or assessment

A	Qualifications	Essential or Desirable	Assessed via
1	Good general education to at least level 3	D	A
2	Math and English GCSE grade C or above	E	A
B	Experience and knowledge	Essential or Desirable	Assessed via
1	Experience of working in an educational setting	D	A/R
C	Skills and abilities	Essential or Desirable	Assessed via
1	Good numeracy skills	E	A/R
2	Able to help staff plan and deliver appropriate lessons	D	A/R
3	Word processing skills	E	A/R
4	Good organisational and administrative skills	E	A/R
5	Ability to work on own initiative	E	A/R
6	Good communication skills – oral and written	E	A/I/R
7	Ability to manage a complex workload, and to work independently to tight deadlines	E	A/R
8	Able to work with students with a variety of needs	E	A/R
9	Ability to manage student behaviour	D	A/R
10	Ability to relate well to children and adults	E	A/R/I

D	Motivation	Essential or Desirable	Assessed via
1	Willing to expand on current experience	E	I
2	Commitment to the Trust/Academy	E	I
E	Personal qualities	Essential or Desirable	Assessed via
1	Reliability	E	R
2	Emotional resilience in working in a challenging environment	E	I/R
3	Methodical approach to tasks	E	I/R
4	Ability to establish good working relationships with students and staff	E	A/I/R
5	Flexibility to work as part of a team, covering for other staff if needed	E	A/I/R
6	An understanding of child protection and safeguarding in relation to children and adults in educational establishments	D	I/R