
	Person Specification
Job Title	Learning Support Assistant – Generalist

Qualifications		✓
Essential		
1. Maths and English Functional Skills and ICT Skills at an appropriate level for the service or work towards within an agreed timescale		A/I
Key skills		
Essential		
1. Use of English, maths and ICT skills to complete internal reporting requirements		C
2. Empathy with people with learning disabilities and skills and attitude to empower and inspire them to meet their potential		C
3. Ability to work under direction and work collaboratively with a multi-disciplinary team, being flexible and supportive to promoting equality of opportunity, inclusive learning and to combating discrimination		I
4. Ability to maintain professional boundaries		I
Desirable		
5. Willingness to learn new communication skills in order to engage learners		I
Experience		
Essential		
Proven experience of delivering directed learning to small groups or 1:1 basis		A
Desirable		
1. Working with people who have learning difficulties and/or disabilities and complex and challenging needs		A
2. Experience of working in a challenging and pressurised environment		I
		I
Knowledge		
Essential		
1. Commitment to continual professional development based on curriculum needs		I
Desirable		
2. Knowledge of current trends in education and training, especially with regard to the provision of SEN support and inclusive learning		I
3. Knowledge and understanding of Ofsted requirements		I
Other personal requirements		
Essential		
1. Flexibility to work the hours and days to meet the varying needs of the college		I
2. Able to deliver personal care		I
3. Be able to follow instructions from a range of professionals.		
4. Be able to work off an initiative as well as part of a team.		
5. Experience of supporting learners using positive behaviour support strategies.		
Desirable		
6. Access to a vehicle with business insurance		A

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✓ **How we intend to assess your match with our person specification**

A Application Form

C Assessment Centre

I Interview