



# Hulme Hall Grammar School

## Learning Support Assistant Person Specification

The following list shows the essential and desirable characteristics we are looking for when considering candidates for this post.

| Attributes                          | Essential  | Desirable  | How Identified               |
|-------------------------------------|--|--|------------------------------|
| <b>Relevant Experience</b>          | <p>Experience of the Key Stage 3 and Key Stage 4 curriculum.</p> <p>A commitment to raise standards of achievement for all pupils.</p>   | <p>Experience of working with children in an educational setting, including assisting children with SEND.</p> <p>An understanding of classroom roles and responsibilities, including preparing the learning environment.</p> | Application Form / Interview |
| <b>Education and Training</b>       | <p>Excellent literacy and numeracy skills.</p> <p>Knowledge and experience of effective safeguarding practice.</p>   | <p>A Level English and / or A Level maths or equivalent.</p> <p>First Aid Certificate.</p> <p>Attendance at INSET or CPD training courses.</p>   | Application Form / Interview |
| <b>Special Knowledge and Skills</b> | <p>Ability to communicate effectively with pupils, parents, and other staff.</p> <p>Ability to build effective relationships with pupils, parents, colleagues, and outside agencies.</p> <p>Excellent interpersonal and communication skills.</p> <p>Ability to display commitment, flexibility, and enthusiasm.</p> | <p>Awareness of current developments in education.</p> <p>Confident in supporting an individual / group of pupils across Key Stage 3 and Key Stage 4.</p>  | Application Form / Interview |
| <b>Any Additional Factors</b>       | <p>Willingness to assist the class teacher in preparing the working environment.</p> <p>Ability to take direction and use own initiative when required.</p> <p>Willingness to develop professionally.</p>  | <p>Willingness to contribute to the wider life of the school, including community and co-curricular events.</p>  | Application Form / Interview |