

## Person Specification

### Post: Learning Support Assistant L3

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>GCSE Grade 4 or above in English and mathematics (or equivalent)</li> <li>Level 3 Teaching Assistant Qualification or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Degree</li> <li>Relevant PD</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values driven</li> <li>Tailored small group and whole class teaching that challenges and supports students</li> </ul>	<ul style="list-style-type: none"> <li>Working in an inner-city area of high deprivation</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>High expectations which motivate and challenge students</li> <li>Highly tailored planning using scheme of work</li> <li>Effective use of formative assessment</li> <li>Behaviour management to support a disciplined and joyful culture</li> <li>Commitment to safeguarding</li> <li>Microsoft Office, especially Excel, Outlook and Word</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of what makes a Dixons academy different and successful</li> <li>Understanding of the primary / secondary curriculum</li> <li>Understanding of how students learn</li> <li>SEND theory and practice</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>Strong moral purpose and drive for improvement</li> <li>Mission-aligned</li> <li>Humble and kind</li> <li>Motivated, enthusiastic and flexible</li> <li>Excellent interpersonal skills</li> <li>Good sense of humour</li> <li>Desire to develop yourself</li> <li>Ability to give, receive and act on feedback</li> <li>Strong attention to detail</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>