



LSA Person Specification

	<i>Essential</i>	<i>Desirable</i>
<i>Education and Qualifications</i>	Recognised competency/ qualification (eg GCSE/ A' Level) in English (literacy) and maths (numeracy)	Further education qualification relevant to the post, or evidence that such a course is being undertaken
<i>Knowledge and Experience</i>	Experience of working with young people Competent in use of IT to support the work environment (eg email, on-line, word processing etc) Awareness of confidentiality and safeguarding procedures Awareness of the work of schools and/ or vocational and further education settings Hold a full driving license	Knowledge of some specialist software packages to support teaching and learning Knowledge and understanding of the work of significant agencies Experience of working with young people who have social, emotional, behavioural or other learning needs
<i>Skills</i>	Build and maintain effective relationships Good communication skills – written, oral, listening for a variety of audiences Self-drive and motivation Self-aware and resilient Effective organisational skills Good inter-personal skills Flexible working style Conflict management and de-escalation Autonomous and collaborative working styles	Awareness of group dynamics and the impact of self and others on this Use of data and observation to support needs analysis Excellent practice in use of ICT (broad range of uses)
<i>Attitudes</i>	High expectations of students' achievement and behaviour Reflective practitioner Flexible, resourceful and adaptable Promote collaboration and work effectively as a team member Professional and energetic approach to all challenges, with a 'can do' mentality Belief in the primacy of relationships in establishing and maintaining effective learning environments Non-judgemental commitment to improving the life chances of all students and their families A passion for educational inclusion including a positive view of difference and diversity Commitment to the ethos and values of The Albany Empathy Willingness to undertake further personal and professional development	
<i>Other</i>	Ability to drive/travel to schools/further education and alternative settings within the western part of Suffolk	Hold a current Suffolk County Council licence to drive a minibus