



Employee Specification

Company	Utopia
Job Title	Utopia Learning Support Assistant
Responsible to	Utopia Programmes Manager
Prepared by & date	Chris Black, Director – 18 th July 2023

Essential Attribute	Identified by	Desirable Attribute	Identified by
Qualifications			
<ul style="list-style-type: none"> 5 GCSE's A*- C (inc English and Maths) 	Application	<ul style="list-style-type: none"> Teaching/Teaching Assistant qualification First Aid 	Application Application
Experience			
<ul style="list-style-type: none"> Experience working with young people with a range of special needs to achieve positive outcomes. Experience supporting the academic progress of young people in a classroom setting. Experience of engaging vulnerable young people through challenging activities. Ability to manage small groups of young people with a variety of special educational needs. 	Application/ Interview Application/ Interview Application/ Interview	<ul style="list-style-type: none"> Experience of working with young people with social, emotional, and mental health difficulties. Experience of working with young people suffering with emotionally school-based avoidance. 	Application
Knowledge			
<ul style="list-style-type: none"> A sound knowledge and understanding of education outside of a mainstream setting. Excellent communication and interpersonal skills. Ability to work independently and as part of a close-knit team. Able to engage young people with a diverse range of needs and implement strategies to overcome barriers to learning. Confidence and competence in using Information and Communication Technology 	Interview Interview Application/ Interview Application/ Interview	<ul style="list-style-type: none"> Basic knowledge of our core curriculum content inc. Sport, Media & Business 	Application/ Interview
Personal attributes			

<ul style="list-style-type: none"> • Reliable and flexible with an excellent sense of humor. • Passion, resilience, and relentless optimism. • Ability to motivate, engage and inspire young people to overcome barriers to learning to achieve their potential. • Ability to promote and endorse the Utopia core values and ethos. • Excellent communication skills that can be used to liaise with Parent/Carers 	<p>Reference/ Interview Reference/ Interview Interview</p>	<ul style="list-style-type: none"> • Desire and passion to improve educational outcomes for disengaged young people. • Active with a willingness to take part in sport and personal development activities. 	<p>Interview</p>
---	--	---	------------------