**PERSON SPECIFICATION**

**E= Essential, D = Desirable**

|  | **E** | **D** |
| --- | --- | --- |
| **Skills/Abilities** | | |
| Experience of working with young people in an educational setting | **✔** |  |
| Excellent communication skills and the ability to build effective working relationships with all pupils and colleagues | **✔** |  |
| Ability to understand and follow procedures e.g. child protection, school behaviour policy etc | **✔** |  |
| Ability to prepare and organise a range of resources to support teaching staff | **✔** |  |
| Ability to have a positive impact on desired student behaviour | **✔** |  |
| Able to generate enthusiasm in students | **✔** |  |
| Good communication skills, able to clarify and explain instructions clearly | **✔** |  |
| Professionally discrete and able to respect confidentiality in particular areas | **✔** |  |
| To be involved in ongoing Professional Development | **✔** |  |
| Effective use of ICT | **✔** |  |
| Full, clean driving licence |  | **✔** |
| **Knowledge and Understanding** | | |
| Knowledge of the education system | **✔** |  |
| Some knowledge of the Children Act and education legislation |  | **✔** |
| Awareness of the reasons for students getting into difficulties and strategies for how to assist students in overcoming them | **✔** |  |
| Knowledge or experience of :   * SEN Code of Practice * Positive Behaviour Management / Restorative principles * Anger Management strategies * De-escalation techniques |  | **✔** |
|  |  |  |
| **Experience** | | |
| Experience of working with children, parents and teachers | **✔** |  |
| Experience of working with children with SEND |  | **✔** |
| **Qualifications** | | |
| TA qualification or equivalent experience | **✔** |  |
| Degree or equivalent |  | **✔** |
| English & Maths GCSE Grade C of above | **✔** |  |
| **Attributes** | | |
| Commitment to an ethos of high standards, personal fulfilment, academic success and to improving the life chances of young people | **✔** |  |
| Ability to work cooperatively and collaboratively | **✔** |  |
| The ability to remain calm under pressure | **✔** |  |