Stratford upon Avon School

Associate Teacher
Person Specification November 2021

Please read this Person Specification carefully as it will be used to assess candidates as part of the short listing and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Highly Desirable	Evidence Base
Qualifications	• Level 3 qualifications, including GCSE English & Mathematics	• Degree or equivalent • NVQ Level 2 TA qualification • NVQ level 3 or equivalent qualifications Sports Coaching qualifications • Graded music certificates	Application Form
Skills and Experience	• Specific experience is less important than a willingness to gain experience of classroom practice and working with students. • Interest in working with young people in a classroom environment. • Good written communication and interpersonal skills • An interest in education. • An eagerness to learn quickly. • Good subject knowledge, in at least one area • Some knowledge of the secondary curriculum. • Some knowledge of behaviour and learning strategies/programmes • To be able to take responsibility for planning work	• Working, work experience, or a placement in a school or other education environment • Experience working with young people • Supporting students with SEN • A positive and proactive approach to solving problems • Experience or interest in one or more of mentoring, coaching, or student support • Personal experience of sport, music or drama • Supporting students of secondary age and facilitating their learning.	Application, references and selection process.
Key competencies and aptitudes	• Ability to engage, enthuse and inspire students • Use of initiative • Enthusiasm, self-motivation • Creativity and resilience • A ‘can do’ attitude • A willingness and ability to thrive on hard work	• An interest in a teaching career. • Patience and tenacity • A positive interest in education and a commitment to raising standards • Ability to motivate others. • Ability to support students in managing their challenging behaviour.	Application form, selection process
Professional Development	• Willingness to undertake appropriate professional development, including taking responsibility for own development.	• A positive approach to personal development and training, and a willingness to evaluate own needs.	Application form
Other requirements	• Displays commitment to the protection and safeguarding of children and young people • Share the ethos of the school • Post subject to Enhanced DBS	• Willingness to co-ordinate and take part in whole school activities.	Application form, selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.