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|  | **EAL**  **Person Specification** |

Essential (E) -Essential to be considered for appointment Desirable (D)- Beneficial for the successful applicant

**How assessed:**

AF - Application form SS - Supporting statement I – Interview

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| **Criteria** | **Essential/ Desirable** | **How assessed** |
| **Personal** |  |  |
| 1. A genuine desire to help children to do the best that is possible | E | AF |
| 1. Patience and empathy with children and other adults | E | AF |
| 1. Optimism, enthusiasm, vision and creativity | E | AF |
| 1. Determination and a ‘can do’ approach | E | AF |
| 1. Reliability and consistency | E | AF |

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| 1. Ability to work well as part of a team and individually | | E | | AF/I | |
| 1. Adaptability and resilience | | E | | AF/I | |
| 1. Ability to take the initiative | E | | AF/I | |
| 1. Ability to relate to and inspire young people | E | | AF/I | |
| 1. Ability to communicate clearly both verbally and in written form | D | | AF/I | |
| 1. Ability to develop good working relationships with all staff members | D | | AF/I | |
| **Experience** |  | |  | |
| 1. 1. Successful experience of working with young people. | E | | I/ AF/SS | |
| 1. An understanding of the diverse learning and social needs of young people | D | | I/ AF/SS | |
| 1. Previous experience of supporting the learning of pupils | D | | AF/SS/I | |
| 1. Good ICT skills | D | | AF | |
| **Qualifications** | |  | |  | |
| 1. 5 A\* –C Grades GCSE including English | | E | | AF/SS/I | |
| 1. HLTA | | D | | AF/SS/I | |
| 1. Experience working within a school environment | | D | | AF/SS/I | |
| **Specialist Knowledge and Skills** | |  | |  | |
| 1. 1. Excellent communication skills | | E | | SS/I | |
| 1. Excellent ability to model grammatically correct English | | D | | SS/I | |
| 1. An understanding of how children learn | | D | | AF/SS/I | |
| 1. The ability to explain English useage to non-native speakers. | | D | | AF/SS | |
| **Service** | |  | |  | |
| 1. A commitment to working for the benefit of others | | E | | SS/I | |
| 1. A commitment to ‘going the extra mile for the pupils in our care | | E | | SS/I | |