

Inclusion Assistant - Personnel Specification

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in an Inclusion Assistant. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

Attributes	Criteria	How Identified	Rank
Education and Training	1. Educated to at least GCSE level grade 4/C in English/mathematics.	A	Essential
	2. Training in relevant behaviour strategies.	A & I	Desirable
Skills and level of experience.	3. Recent experience of working with children with behavioural difficulties preferably in a school environment.	A & I	Desirable
	4. Experience of developing effective strategies to promote positive behaviour.	A	Essential
	5. Experience of managing challenging and extreme behaviour of pupils.	A	Essential
Abilities, behaviours, attitudes and values.	6. Ability to work in a way that promotes the safety and wellbeing of children and young people.	A & I	Essential
	7. Great degree of resilience.	A & I	Essential
	8. Seek to help children rather than help themselves through children.	A & I	Essential
	9. Self-aware and sees how their behaviour impacts on children.	A & I	Essential
	10. Open to sharing ideas and not work in isolation.	A & I	Essential
	11. Courage to take action to protect children from harm.	A & I	Essential
	12. Ability to multitask and cope with interruptions.	A & I	Essential
	13. Able to establish and maintain good professional relationships with learners, parents and colleagues.	A & I	Essential
	14. Experience of working successfully and co-operating as a team member.	A & I	Essential
	15. Able to work on own initiative.	A & I	Essential
	16. The ability to work with outside agencies in the integration and support of students.	A & I	Essential
	17. Ability to communicate effectively and professionally with other stakeholders.	A & I	Essential
	18. Ability to organise work for students.	A & I	Essential
Any Additional Factors	19. Commitment to continued personal development.	A & I	Essential
	20. Enthusiastic and hardworking.	A & I	Essential
	21. Flexibility and willingness to take on other responsibilities or duties as deemed necessary	A & I	Essential

Key:

A = Application

I = Interview

De Aston School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All postholders are subject to a satisfactory enhanced DBS disclosure.