**Person Specification: Intervention Assistant/Pupil Premium Mentor Grade 4**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Good basic education to GCSE level in Maths and English
 | * Post 16 qualification in English and Maths
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| **Experience** | * Previous experience with working with young people in a supportive role
 | * Previous work running interventions with students
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| **Knowledge and understanding** | * the needs of young people;
* literacy and numeracy subject knowledge
 | * A knowledge of how to support young people at GCSE level
* A knowledge of what the pupil premium grant is and how this can be used to support students
* Previous experience mentoring students
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| **Skills** | * Help other professional staff to achieve their objectives;
* assist young people on an individual basis, but also work as a member of a team;
* explain tasks simply and clearly;
* supervise and promote effective discipline and adhere to school routines and policies;
* accept and respond to line management and supervision.
* work with guidance, but under limited supervision;
* liaise and communicate effectively with others;
* demonstrate good organisational skills;
* get involved in professional development, and attend courses;
* any other duties deemed relevant by the Line Manager
 | In addition, the TA might also be able to:* monitor, record and make basic assessments about individual progress;
* suggest alternative ways of helping young people if they are unable to understand;
* describe, in simple terms, the process of behaviour management with young people;
* identify gaps in their own experience that they need help in filling;
* demonstrate the ability to learn and adapt from past experience.
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| **Personal characteristics** | * Calmness;
* Confidentiality;
* Empathy;
* Enthusiasm;
* Flexibility;
* Initiative.
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