**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 |
| **Experience** | * Previous experience with working with young people in a supportive role | * Previous work running interventions with students |
| **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 |
| **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. |
| **Personal characteristics** | * Calmness; * Confidentiality; * Empathy; * Enthusiasm; * Flexibility; * Initiative. |  |