

## Person Specification

Selection Criteria	Essential	Desirable	How Assessed
Education and Training	<ul style="list-style-type: none"> <li>• Attainment of 4 GCSE qualifications, including English and Maths at Grade C or above (or equivalent), or able to demonstrate equivalent knowledge, skills and aptitude</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of study after GCSE</li> <li>• NVQ Teaching and Learning</li> <li>• HLTA Status</li> <li>• TEFL Training</li> <li>• Other qualifications, e.g. coaching</li> </ul>	Application Form / Interview
Experience	<ul style="list-style-type: none"> <li>• Previous experience of working with children</li> <li>• Experience of running group interventions</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children within a classroom environment or similar</li> <li>• Experience of working with children with challenging individual needs</li> <li>• Experience of working with children with SEN needs</li> <li>• Experience of teaching groups of students</li> <li>• Experience of monitoring progress</li> </ul>	Application Form / Interview
Specialist Knowledge and Skills	<ul style="list-style-type: none"> <li>• ICT competency and the ability to use ICT to support learning</li> <li>• Effective listening and communication skills</li> <li>• Strong administrative and organisation skills</li> <li>• Self-motivated and able to work without supervision</li> <li>• An ability to relate well to children and an interest in education</li> <li>• Effective time management, ability to work to deadlines and methodical approach to work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of specific SEN conditions</li> <li>• Knowledge of issues relevant to education and child development</li> </ul>	Application Form / Interview

	<ul style="list-style-type: none"> <li>• Ability to work closely with external agencies, parents and staff</li> <li>• Demonstrates an awareness, understanding and commitment to equality and inclusion</li> <li>• Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</li> </ul>		
Values Related Qualities	<ul style="list-style-type: none"> <li>• <b>Collaborate</b> – ability to work effectively as a team</li> <li>• <b>Empower</b> – ability to take initiative and problem solve in order to improve performance</li> <li>• <b>Leadership</b> – To lead by example and achieve shared goals</li> <li>• <b>Transformation</b> – ability to recognise a need for change and adapt accordingly</li> </ul>		Application Form / Interview