**Person Specification**

**Post: Senior Educational Support Assistant (Behavioural)**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| **Qualifications** | * Numeracy and Literacy skills to a level to assist students with their work (GCSE/O’Level Grace C or above)
 | * NVQ Level 3 for Teaching Assistants or equivalent qualifications or experience
* Training in relevant support strategies
 | * Application
* Certification
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| **Experience** | * Values driven
* Strong ICT skills
* Experience of working with young people in relation to social, emotional, behavioural issues
* Experience of working in a school setting
 | * Working in a school with a similar

context* Working with students with EAL
* Experience of developing effective strategies to promote positive
* Behaviour
* Experience of managing challenging and extreme behaviour of pupils
 | * Application
* Interview
* References
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| **Knowledge and skills** | * High expectations which motivate and challenge students
* Understanding and commitment to Equal Opportunities
 | * Understanding of the secondary curriculum and other basic learning programmes/strategies
* Understanding of Child Development and Learning
 | * Application
* Interview
* References
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| **Character** | * Strong moral purpose and drive for improvement
* Ability to relate to children and adults
* Values-aligned & resilient
* Ability to work as a team member
* Ability to work in a calm manner with children exhibiting behavioural difficulties
* Motivated, enthusiastic and flexible
* Excellent interpersonal skills
* Good sense of humour
* Desire to develop yourself
* Ability to receive and act on feedback
* Strong attention to detail
* Ability to work under pressure
* Commitment to the full life of the academy
 | * Ability to liaise with the teachers to plan differentiated work
* Ability to think clearly and remain calm in an emergency situation
 | * Application
* Interview
* References
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