



PERSON SPECIFICATION SENSA – Visual Impairment Specialist

A Person Specification defines the required qualifications, knowledge, skills, and qualities of the staff sought by Minster Trust for Education (MITRE) Trustees in the recruitment and selection process – these are referred to as essential in the table below.

All members of staff employed by the Minster Trust for Education support and promote the school's aims:

1. To create an atmosphere of caring and purpose derived from commitment to moral and religious principles;
2. To engender a lifelong love of learning;
3. To encourage each child to strive for his or her best in intellectual, physical and spiritual growth;
4. To help each child to develop relationships with others which are founded on mutual respect and the pursuit of lasting happiness;
5. To encourage and develop leadership and active citizenship within the school and wider community which fosters a sense of dignity, vocation and purpose for every individual;
6. To develop and maintain excellence in teaching and learning.

*Note: when completing your application form please have regard to how each of the **essential** elements of the person specification will be assessed (refer to evidence key at the end of this document). In particular, please ensure that you provide **written** evidence of how you meet the specification for those noted as **W**.*

Attributes & Requirements

	<i>Essential</i>	<i>Desirable</i>
<i>Education & Training</i>	<ul style="list-style-type: none">• English and Maths GCSE grade C and above or equivalent qualification. (D)• Grade 2 Braille OR a willingness to learn and develop these skills on a continuous basis. (W, D, I)	<ul style="list-style-type: none">• Job specific training• Qualifications at A Level Standard in Maths and Sciences
<i>Experience and Skills</i>	<ul style="list-style-type: none">• Experience of working with or supporting learners. (W, I)• Ability to build a rapport with learners, including those with special educational needs. (I)	<ul style="list-style-type: none">• Experience of working in the educational sector (I)



	<ul style="list-style-type: none">• Ability to understand child development and the implications of vision impairment. (W, I)• Ability to use ICT and to learn new ICT skills. (W, D, I)• Ability to organise time effectively, creating work schedules, prioritising workload and meeting deadlines. (W, I)• Ability to take responsibility for own actions and make decisions without referring to others on occasions. (W, I)• Ability to remain calm and self-controlled under pressure. (I)• Ability to be proactive, enthusiastic and committed by taking ownership to ensure tasks are delivered. (W, I)• Ability to communicate effectively, both verbally and in writing, adapting style to suit the audience e.g. preparing reports. (W, I)• Ability to work effectively within a team. (I)• Ability to demonstrate, understand and apply our ethos and values (I)	
Other Conditions	<ul style="list-style-type: none">• Able to fulfil all aspects of the job description. (I)• Set a good example of professional standards and abide by our Code of Conduct. (I)• Must satisfy relevant pre-employment checks. (D)• This post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974 and subject to an Enhanced DBS check. (D)	
Equal Opportunities & Safeguarding	<ul style="list-style-type: none">• Commitment to equal opportunities. (I)	



	<ul style="list-style-type: none">• Commitment to safeguarding students with full adherence to child protection and safeguarding policy and staff codes of conduct. (I)• Must be able to recognise discrimination in its many forms and be willing to put equality policies into practice. (I)	
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Evidence key: Written Application (W), Documentary evidence (D), Interview/assessment (I)

Note: Where the requirements are 'Essential' and marked as evidenced by your written application (W) – if your written application does not state how you meet the essential criteria, you will not be shortlisted.

February 2023