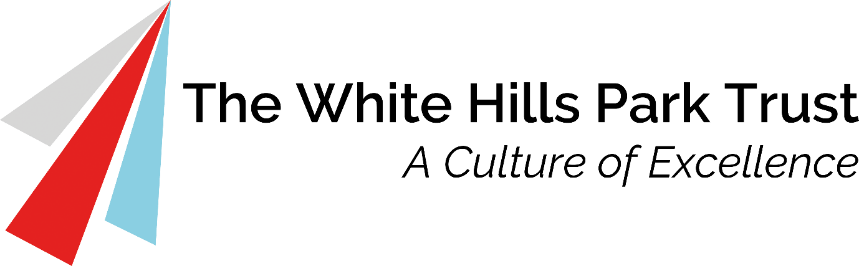
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**Person Specification**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Requirements** | | **Essential** | **Desirable** | **Proposed**  **selection method\*** |
| **Experience** | * Experience of working with young people. * Experience of working in a Secondary School. | \* | \* | A  A |
| **Qualifications** | * To be educated to at least GCSE or above in Maths and English. * NVQ Level 2 for Teaching Assistants or equivalent qualifications   OR   * Have 2 of the following qualifications – City and Guilds Learning support competencies   NFCE Special Needs Assistant/ OU Learning for All Level 2/ OU Specialist Teacher Assistant Certificate/ Certificate for Teaching Assistants Level 3 (CTA3)  OR   * Have completed A-Levels or have a Degree | \* | \* | A  A |
| **Skills and**  **Knowledge** | * Knowledge of how schools operate and the need for discretion and confidentiality. * An understanding of how young people learn and to improve pupil learning. * Good interpersonal skills, able to communicate orally and in writing. * The ability to motivate young people. * Good organisational skills. | \*  \*  \*  \*  \* |  | A/I/R  A/I   A/I   I/R  R |
| **Personal Qualities** | * Able to work as part of a team but also be a self-starter and be able to set personal goals. * The ability to get on well with pupils, to be an advocate for young people. | \*  \* |  | I/R  R |
| **Working Practices** | * Be willing to undertake training to enhance service delivery and self-development. * Willingness to share information and expertise with other staff. * Undertake First Aid Training. | \*  \*  \* |  | A/I  A/I  A/I |

A = Application I = Interview R = Reference

**FEGUARDING**