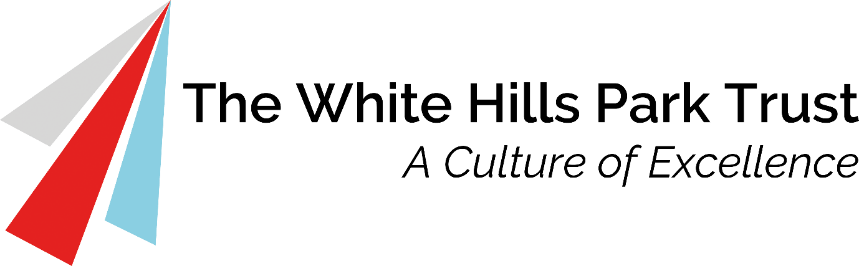
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**Person Specification Level 3**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 equivalent * To have a specific professional qualification relevant to some aspect of the role * To have an additional professional recognised qualification | \*  \* | \* | A  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 and some evidence of leadership within specific areas of need * An awareness of key barriers to learning for pupils with SEND * The ability to develop individual resources and share these with staff | \*  \*  \*  \*  \* | \*   \* | I/R    I    A/I    I/R   R  A/I  A/I |
| **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 * Have high expectations of yourself and the young people you’re supporting | \*    \*  \* |  | I/R  R  A/I |
| **Equal Opportunities** | * The candidate will need to evidence a commitment to safeguarding and protecting the welfare of children/young persons * Awareness, understanding and commitment to the pursuit of equal opportunity, in terms of service delivery and employment practice * Awareness of disability discrimination policy | \*    \*  \* |  | A/I/R  A/I  A/I |
| **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**