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**Person Specification Level 3**

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| **Requirements** | **Essential** | **Desirable** | **Proposed****selection method\*** |
| **Experience** | * Experience of working with young people
* Experience of working in a Secondary School
 | \* | \* | AA |
| **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
 | \*\* | \* | AAA |
| **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 RA/IA/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/RRA/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/RA/IA/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/IA/IA/I |

A = Application I = Interview R = Reference

**FEGUARDING**