This Person Specification will act as a selection criteria mechanism and gives an outline of the types of person and the characteristics required to do the job.

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**(1 = Application Form 2 = Interview 3 = Practical Exercise 4 = Proof of Qualification**

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| --- | --- | --- | --- | --- |
| **Please make sure that when you complete your application form, you give clear examples**  **of how you meet the essential and desirable criteria.** | | | | |
| **Attributes** | **Essential** | **How Measured** | **Desirable** | **How Measured** |
| **Experience** | Experience of working with children  Experience of working within a school setting  Delivering Interventions directed by Class Teacher | 1,2  1,2  1,2 | Supporting children of all abilities, including those with SEND and EAL  Monitoring and tracking of pupils success and areas of development. | 1,2  1,2 |
| **Skills/Abilities** | Understanding of Safeguarding in schools  Knowledge of child learning  Working in a collaborative partnership in school  Work within a culture of high expectations | 1,2,  1,2  1,2  1,2 | Knowledge of SEND and EAL | 1,2,4 |
| **Personal Attributes** | Be able to think creatively  Ability to adapt to unexpected problems or situations  Work well with all stakeholders, able to build relationships and work in a team  Demonstrate professional honesty and loyalty  Be committed to pupil learning, wellbeing and safety | 1,2  1,2  1.2  1.2  1.2 |  |  |
| **Education and Training** | Maths and English Grade A, B, C or equivalent  Evidence of CPD.  Safeguarding training  Proficient in IT and able to use packages such as Word/Excel | 1,3,4  1.2  1,2,4  1,2,3 | Evidence of CPD.  Teaching Assistant Qualifications  First Aid at School Qualification | 1,2  1,4  1,4 |

**We will consider any reasonable adjustments under the terms of the Equality Act (2010),**

**to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.**

**The postholder will ensure that school policies are reflected in all aspects of his/her work, in particular**

**those relating to;**

1. **Equal Opportunities**
2. **Health and Safety**
3. **Data Protection Act (1984 & 1998)**
4. **Code of Conduct**

**In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:**

* **Motivation to work with children and young people;**
* **Ability to form and maintain appropriate relationships and personal boundaries with children and young people;**
* **Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.**

***The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau’.***

***‘CVs will not be accepted for any posts based in schools’***