PERSON SPECIFICATION

|  |  |
| --- | --- |
| **Section:** Learning Support | **Reports to:** Assistant Head |
| **Job Title:** Assistant Teacher | **Grade/Salary Range:**  Grade 2 £20,258 - £22,766 pro rata |
| **Working Pattern:** 32.5 hours per week (25-30 hours considered) | **Working Weeks per annum:** 39 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Factors** | **Essential** | **Desirable** | **Assessment Method** |
| **Qualifications** | NVQ level 2 or equivalent  GCSE Maths & English (A-C grade) | NVQ Level 3 related to support for the learning of young people.  SEN qualification | Certificates at Interview |
| **Experience** | Experience of working with young people  Transparent and logical work history | Working with challenging behaviour  Working as LSA  Evidence of career achievement and progress | Application Form  Interview |
| **Knowledge and Skills** | Takes responsibility and can work effectively and flexibly both independently and as part of a team  Build effective working relationships with young people and colleagues  Ability to communicate successfully through a variety of means  Able to plan and record | Able to demonstrate high quality classroom practice  Ability to contribute to the learning environment  Knowledge and awareness of issues and factors related to underachievement and barriers to learning and participation  A consistent approach to behaviour management | Application Form  Interview |
| **Personal Qualities** | A safe and measured adult who can maintain safe boundaries with children and young people  Creative, enthusiastic, industrious, serving, patient, empathetic and caring | Wants to grow professionally and develop thus improving service to students | Application Form  Interview |

|  |  |  |  |
| --- | --- | --- | --- |
| **Other** | Willingness to challenge oneself to continually improve performance through self-evaluation and learning from others  Seeks to maximise opportunities for young people  Car driver | Basic first aid | Application Form  Interview |