PERSON SPECIFICATION

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| **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 |

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| **Factors** | **Essential** | **Desirable** | **Assessment Method** |
| **Qualifications** | NVQ level 2 or equivalentGCSE 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 peopleTransparent and logical work history | Working with challenging behaviourWorking as LSAEvidence of career achievement and progress | Application FormInterview |
| **Knowledge and Skills** | Takes responsibility and can work effectively and flexibly both independently and as part of a teamBuild effective working relationships with young people and colleaguesAbility to communicate successfully through a variety of meansAble to plan and record | Able to demonstrate high quality classroom practiceAbility to contribute to the learning environmentKnowledge and awareness of issues and factors related to underachievement and barriers to learning and participationA consistent approach to behaviour management | Application FormInterview |
| **Personal Qualities** | A safe and measured adult who can maintain safe boundaries with children and young peopleCreative, enthusiastic, industrious, serving, patient, empathetic and caring | Wants to grow professionally and develop thus improving service to students | Application FormInterview |

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| **Other** | Willingness to challenge oneself to continually improve performance through self-evaluation and learning from othersSeeks to maximise opportunities for young peopleCar driver | Basic first aid | Application FormInterview |