

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<b>Training, qualifications and school experience</b> – demonstrate how you meet the following on your application form		
	<ul style="list-style-type: none"> <li>GCSE Maths &amp; English grade C or equivalent</li> <li>Good literacy and numeracy skills</li> <li>Appropriate experience of a similar role</li> </ul>	<ul style="list-style-type: none"> <li>Level 2 Teaching Assistant Course</li> <li>Behaviour management training e.g., SBMT</li> </ul>
<b>Experience</b> – in your statement of suitability and during the selection process, demonstrate you have experience in:		
	<ul style="list-style-type: none"> <li>Knowledge of using IT systems and packages, particularly MS Office</li> <li>Experience of a similar role</li> <li>Ability to help the class teacher manage student behaviour to ensure effective learning</li> </ul>	<ul style="list-style-type: none"> <li>Supporting students with SEN succeed in a mainstream academy.</li> <li>Motivating underachieving students</li> </ul>
<b>Personal and Professional Qualities and Attributes</b> – in your statement of suitability and during the selection process, demonstrate your ability to:		
	<ul style="list-style-type: none"> <li>Commitment to, and promotion of our academy core values</li> <li>Strong verbal &amp; written communication skills and an ability to use these to have a positive input on student learning in the classroom &amp; in small groups/1-1</li> <li>Ability to carry out allocated tasks under the supervision of our SENCO lead</li> <li>Ability to empathise and move students forward in their learning</li> <li>Able to build good relationships with students and to support good behaviour in &amp; beyond the classroom</li> <li>Ability to work within set guidelines and respond to unexpected circumstances</li> <li>Ability to work effectively as part of a team or as an individual</li> <li>Ability to prioritise workloads and have excellent time management and organisational skills</li> <li>Ability to monitor, control and keep records according to the requirements of the school</li> <li>Excellent interpersonal and communication skills</li> <li>Smart and presentable with professional attitude at all times</li> <li>Approachable and Empathetic</li> </ul>	<ul style="list-style-type: none"> <li>Quick to adapt and take on new initiatives</li> <li>Willing to undertake further training which may be required</li> <li>Quick to adapt and take on new initiatives</li> <li>Willing to undertake further training which may be required</li> <li>Ability to contribute to the wider life of the academy</li> <li>Demonstrable ability to use initiative and contribute proactively to the Learning Support department</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent attention to detail</li> <li>• Flexible, positive and enthusiastic</li> <li>• Ability to be self-motivating</li> </ul>	
<p><b>Professional Knowledge and Understanding</b> – in your statement of suitability and during the selection process, demonstrate your professional knowledge and understanding of:</p>		
	<ul style="list-style-type: none"> <li>• Knowledge of SEND policies and procedures</li> </ul>	