

**Individual Needs Assistant  
Person Specification**

<b>EXPERIENCE &amp; QUALIFICATIONS</b>	<b>Essential</b>	<b>Desirable</b>
Experience of Supporting Vulnerable Students 1:1	✓	
Willingness to undertake professional qualifications		✓
Experience of working with Primary students		✓
Experience of supporting children with speech and language difficulties		✓
<b>SKILLS AND KNOWLEDGE</b>		
A knowledge and understanding of school curriculum	✓	
A knowledge and understanding of assessment, monitoring, target-setting and evaluation, using this information to inform future planning.		✓
<b>PROFESSIONAL SKILLS</b>		
Able to reflect on and analyse own practice.	✓	
High expectations of achievement and behaviour.	✓	
Flexibility and desire to work as part of a team.	✓	
Good organisational skills in work-related matters.	✓	
A good level of ICT skills		✓
A good understanding of the principles of positive behaviour management	✓	
<b>PERSONAL QUALITIES</b>		
A caring nature and a genuine love of children	✓	
An enthusiasm and desire to provide the best possible experience for the children	✓	
The willingness to challenge yourself and achieve excellence	✓	
Able to work to deadlines and to work well under pressure	✓	
The ability to inspire confidence in parents and colleagues in equal measure	✓	
Tactful, respectful and sensitive to the needs of others	✓	
Flexible and adaptable in approaching new ideas	✓	
Strong commitment to the values and ethos of Gildredge House	✓	