

PERSON SPECIFICATION

HOURS: 37.5 hours per week – Term time only plus 5 training days

Monday to Friday 8.30 a.m. to 4.30p.m. (4.00pm finish on Friday)

ATTRIBUTES	REQUIREMENTS
QUALIFICATION	<ul style="list-style-type: none"> ➤ A desire to continue to improve literacy, numeracy and ICT skills, with Grade C achieved in English and Maths and qualification to A level (AS/A level) standard.
KNOWLEDGE And UNDERSTANDING	<ul style="list-style-type: none"> ➤ Of the needs and characteristics of young people with complex SEND ➤ Of what constitutes positive behaviour management ➤ Of the importance of positive role models for young people ➤ Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure the effective engagement of our students in learning ➤ Of equal opportunities and anti-discriminatory practice in the context of the school community
SKILLS And ABILITIES	<ul style="list-style-type: none"> ➤ Approachable and intuitive ➤ To communicate effectively – verbal and written - with students, staff and parents ➤ To apply specialist skills to supporting in meeting the needs of complex SEND ➤ To motivate and encourage students to work co-operatively ➤ To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively ➤ To be a team player ➤ To demonstrate relationship building outside of the classroom ➤ To adopt total communication techniques and develop them sufficiently to reach out to all of our students
ATTITUDES And VALUES	<ul style="list-style-type: none"> ➤ High expectations of personal performance and of pupils' success ➤ Commitment to build upon your own learning through our structures ➤ A belief in meeting the needs of the whole child
EXPERIENCE	<ul style="list-style-type: none"> ➤ Of working with groups of young people with complex SEND, preferably of secondary age ➤ Of resolving problems and handling challenging situations ➤ Of managing behaviour effectively ➤ An EXCELLENT attendance record
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> ➤ This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment