

Person Specification

Post: Educational Support Assistant

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> Numeracy and Literacy skills to a level to assist students with their work. (GCSE/O'Level Grade C or above) 	<ul style="list-style-type: none"> NVQ Level 3 for Teaching Assistants or equivalent qualifications or experience Training in relevant support strategies 	<ul style="list-style-type: none"> Application Certification
Experience	<ul style="list-style-type: none"> Values driven Strong ICT skills Experience of working with young people in relation to social, emotional, behavioural issues Experience of working in a school setting 	<ul style="list-style-type: none"> Working in a school with a similar context Working with students with EAL 	<ul style="list-style-type: none"> Application Interview References
Knowledge and skills	<ul style="list-style-type: none"> High expectations which motivate and challenge students Understanding and commitment to Equal Opportunities 	<ul style="list-style-type: none"> Understanding of the secondary curriculum and other basic learning programmes/strategies Understanding of Child Development and Learning 	<ul style="list-style-type: none"> Application Interview References
Character	<ul style="list-style-type: none"> Strong moral purpose and drive for improvement Ability to relate to children and adults Values-aligned & resilient Ability to work as a team member Ability to work in a calm manner with children exhibiting behavioural difficulties Motivated, enthusiastic and flexible Excellent interpersonal skills Good sense of humour Desire to develop yourself Ability to receive and act on feedback Strong attention to detail Ability to work under pressure Commitment to the full life of the academy 	<ul style="list-style-type: none"> Ability to liaise with the teachers to plan differentiated work Ability to think clearly and remain calm in emergency situation 	<ul style="list-style-type: none"> Application Interview References