**Person Specification**

**Post: Senior Educational Support Assistant (Behavioural)**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| **Qualifications** | * Numeracy and Literacy skills to a level to assist students with their work (GCSE/O’Level Grace C or above) | * NVQ Level 3 for Teaching Assistants or equivalent qualifications or experience * Training in relevant support strategies | * Application * Certification |
| **Experience** | * 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 | * Working in a school with a similar   context   * Working with students with EAL * Experience of developing effective strategies to promote positive * Behaviour * Experience of managing challenging and extreme behaviour of pupils | * Application * Interview * References |
| **Knowledge and skills** | * High expectations which motivate and challenge students * Understanding and commitment to Equal Opportunities | * Understanding of the secondary curriculum and other basic learning programmes/strategies * Understanding of Child Development and Learning | * Application * Interview * References |
| **Character** | * 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 | * Ability to liaise with the teachers to plan differentiated work * Ability to think clearly and remain calm in an emergency situation | * Application * Interview * References |