



Summary of the Role:

To support students in accessing the curriculum and achieving their full potential by providing high-quality classroom, academic and pastoral support. The postholder will work closely with teachers and pastoral staff to help create a positive, inclusive and purposeful learning environment in which all students can thrive. The role may involve supporting individual students, small groups, or whole classes, with a particular focus on students with special educational needs and disabilities (SEND), disadvantaged students, and those requiring additional support to make good progress.

	Essential	Desirable
Qualifications	GCSE English and Mathematics at Grade 4/C or above (or equivalent). Good standards of literacy, numeracy and communication.	- Qualification in education, childcare, youth work, SEND, learning support or a related field. - First Aid qualification.
Experience	Experience of working effectively as part of a team.	- Previous experience working in a secondary school. - Experience of supporting students with SEND. - Experience of delivering structured intervention programmes. - Experience of working with students with autism, ADHD, dyslexia or social, emotional and mental health needs.
Knowledge & Skills	- Ability to form positive and professional relationships with young people. - Ability to promote student independence, resilience and self-confidence. - Ability to use questioning, prompting and encouragement to support learning. - Ability to work collaboratively with teachers to support learning outcomes. - Good communication and interpersonal skills. - Effective organisational and time-management skills. - Ability to remain calm, patient and professional under pressure. - Basic IT competence, including Microsoft Office applications. - Commitment to safeguarding and inclusion.	- Understanding of evidence-informed approaches to scaffolding and student independence. - Understanding of effective teaching assistant practice. - Knowledge of safeguarding requirements within schools. - Experience of using assistive technology to support learning. - Understanding of literacy and numeracy intervention strategies.
Personal Qualities	- Positive, patient and caring approach. - High expectations of student behaviour, attendance and achievement. - Reliability, flexibility and integrity. - Commitment to helping all young people succeed. - Ability to maintain confidentiality and exercise sound professional judgement. - Commitment to equality, diversity and inclusion.	- Enthusiasm for working with young people. - Strong initiative and problem-solving skills. - Resilience, adaptability and a sense of humour. - Commitment to ongoing professional development.

Safeguarding Statement

The Ecclesbourne School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check, satisfactory references and all other checks required under safer recruitment legislation.

Signature.....

Name..... Date.....