

Person Specification – Graduate Assistant – September 2021

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	
Qualifications	<p><i>The professional, technical or academic qualifications that the Applicant must have to undertake the role or the training that they must have received</i></p> <ul style="list-style-type: none"> • Degree • GCSEs in English and Maths (at least C grade or equivalent) 	<p><i>The professional, technical or academic qualifications that the Applicant would ideally have to undertake the role or the training that they should ideally have received</i></p> <ul style="list-style-type: none"> • GCSEs in other subjects and A levels 	Production of the Applicant's certificates
Experience:	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role.</i></p> <ul style="list-style-type: none"> • Experience of playing sport (hockey is an advantage) 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role.</i></p> <ul style="list-style-type: none"> • Experience of working with school-aged children 	<p>Contents of the Application Form</p> <p>Interview</p> <p>Professional references</p>
Skills	<p><i>The skills required by the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Hardworking • Organised • Team player 	<p><i>The skills that would enable the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Sense of humour • Creativity • Communication 	<p>Contents of the Application Form</p> <p>Interview</p> <p>Professional references</p>
Safeguarding	<ul style="list-style-type: none"> • Commitment to the safeguarding and protection of children and to the personal development of our pupils • Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety • Knowledge of child protection procedures 	<ul style="list-style-type: none"> • Up-to-date safeguarding training 	<p>Contents of the Application Form</p> <p>Interview</p> <p>Professional references</p> <p>Current DBS</p> <p>Safeguarding certificate</p>

Personal competencies and qualities	<p><i>The personal qualities that the Applicant requires to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> • <i>Motivation to work with children and young people</i> • <i>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</i> • <i>Emotional resilience in working with challenging behaviours</i> • <i>Positive attitude to use of authority and maintaining discipline</i> 	<p><i>The personal qualities that would assist the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • <i>Respect</i> • <i>Credibility</i> • <i>Integrity</i> 	<p>Contents of the Application Form</p> <p>Interview</p> <p>Professional references</p>
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