



## DRAYTON MANOR HIGH SCHOOL

### PERSON SPECIFICATION

**JOB TITLE:** Graduate Inclusion Support Assistant – Fixed Term

*All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with*

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"><li>• Degree</li><li>• Good numeracy &amp; literacy skills</li><li>• Grade C GCSE or equivalent in English and Maths</li></ul>	<ul style="list-style-type: none"><li>• SEND experience</li></ul>
Experience		<ul style="list-style-type: none"><li>• Experience of working within an education setting</li><li>• Experience of supporting students with a wide range of special needs, including: Cognition &amp; Learning, Communication &amp; Interaction Needs (Autistic Spectrum Disorder, Speech &amp; Language) Social, Emotional, Mental Health and Sensory/Physical Needs</li></ul>
Ability/Skills	<ul style="list-style-type: none"><li>• Excellent interpersonal skills</li><li>• Excellent communication skills, both oral and written</li><li>• Ability to work strongly in a team both within the Faculty and wider school</li><li>• Willing to share ideas, to learn from colleagues and to seek support</li><li>• Excellent organisational skills and ability to meet deadlines</li><li>• Willing and able to support learning across the curriculum (all curriculum subjects as required)</li><li>• Good ICT skills and can use skills effectively to support learning</li></ul>	
Equal Opportunities	<ul style="list-style-type: none"><li>• Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment</li><li>• Experience of working in a multi-cultural environment</li><li>• Committed to the promotion of equal opportunities, fundamental and British values.</li></ul>	

Safeguarding	<ul style="list-style-type: none"> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	
Disposition	<ul style="list-style-type: none"> <li>• To be interested in children as individuals, in how they learn and be committed to the comprehensive ideal</li> <li>• To believe in the importance of team work and a collaborative approach, and be able to build supportive working relationships with colleagues both within and outside the faculty</li> <li>• Evidence of commitment to and understanding of collective responsibility</li> <li>• Ability to work hard with competing deadlines, prioritising appropriately, and maintaining good humour</li> </ul>	