

## PERSON SPECIFICATION

POST: Learning Support Practitioner      Grade: Scale NJC Scale point 11 – 13

**This academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the Council will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Qualifications and Experience.</b>	<ul style="list-style-type: none"> <li>• Minimum GCSE English and Maths A* - C</li> <li>• An ability to use information technology beyond simple word processing.</li> <li>• Experience of working with students with special educational needs,</li> <li>• Evidence for having been responsible for successful Additional Needs support in a primary/secondary school.</li> </ul>	Application form and Interview	<ul style="list-style-type: none"> <li>• Proven teaching experience of working in a school with an ethnic minority population.</li> <li>• A recent and relevant INSET profile.</li> <li>• Experience in effectively working with external agencies in order to improve provision and support for students with Additional Needs.</li> <li>• Experience of working with students with ASD.</li> </ul>	Application form and interview



<b>Special Working Conditions</b>	<ul style="list-style-type: none"> <li>• Attend training courses considered appropriate for the post.</li> <li>• Work effectively with other adults in the school and wider community.</li> <li>• Be a responsible and trustworthy role model.</li> <li>• Have patience, be flexible and innovative demonstrating a detailed understanding of how children, who find learning new concepts and remembering taught concepts difficult, might behave.</li> <li>• Respect and maintain confidentiality but have regard to the safe guarding protocols of information sharing where necessary.</li> <li>• Willingness to participate in relevant training and development opportunities.</li> <li>• A commitment to E-ACT's vision, values and aims</li> <li>• A commitment to TOAN's vision, values and aims</li> <li>• Shared responsibility for promoting and safeguarding the welfare of students.</li> </ul>	Interview		Application form and Interview.
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*The Governors and Principal are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruitment procedures are effectively in place.*