**PERSON SPECIFICATION**

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| **Qualifications** |  |  |
| GCSE English and Maths or equivalent | Essential | Application |
| Willingness to participate in training, particularly First Aid and Team-Teach | Desirable | Application |
| **Experience** |  |  |
| Significant and successful experience of working with children with challenging behaviour. | Essential | Application/Interview |
| Experience of working with colleagues to set short term goals for individual pupils and of supporting the pupils in achieving these. | Essential | Application/Interview |
| Experience of implementing pastoral support programmes | Desirable | Application/Interview |
| Successful experience of working with children across the age and ability range | Essential | Application/interview |
| **Skills and Knowledge** |  |  |
| A broad understanding of effective behaviour strategies and procedures | Essential | Application/interview |
| Evidence of excellent knowledge, understanding and enthusiasm for inclusion and the capacity to engage students in learning. | Essential | Application/interview |
| Working knowledge of the range of programmes/strategies available to support children at risk of exclusion | Essential | Application/interview |
| Knowledge of the role of external agencies and the role that they can play to provide support for students within the academy. | Desirable | Application/Interview |
| Demonstrate an understanding of the principles of inclusion and a commitment to inclusive education for all | Essential | Application/interview |
| A commitment to the safeguarding of young people | Essential | Application/interview |
| The ability to promote and maintain the highest standards in all aspects of the work in the academy | Essential | Application/interview |
| Good written and verbal communication skills | Essential | Application/interview |
| Team player with enthusiasm and perseverance | Essential | Application/interview |
| The ability to use ICT effectively to support tasks and activities | Essential | Application/interview |
| Evidence of a commitment to equal opportunities policies and an understanding of their effective operation within schools | Essential | Application/interview |