

**PERSON SPECIFICATION**

<b>Section:</b> Learning Support	<b>Reports to:</b> Assistant Head
<b>Job Title:</b> Assistant Teacher	<b>Grade/Salary Range:</b> NJC 5 to 11: £21,575 -£24,054 (£16,116 - £17,968 pro rata)
<b>Working Pattern:</b> 32.5 hours per week (25-30 hours considered)	<b>Working Weeks per annum:</b> 39

Factors	Essential	Desirable	Assessment Method
<b>Qualifications</b>	NVQ level 2 or equivalent  GCSE Maths & English (A-C grade)	NVQ Level 3 related to support for the learning of young people.  SEN qualification	Certificates at Interview
<b>Experience</b>	Experience of working with young people  Transparent and logical work history	Working with challenging behaviour  Working as LSA  Evidence of career achievement and progress	Application Form  Interview
<b>Knowledge and Skills</b>	Takes responsibility and can work effectively and flexibly both independently and as part of a team  Build effective working relationships with young people and colleagues  Ability to communicate successfully through a variety of means  Able to plan and record	Able to demonstrate high quality classroom practice  Ability to contribute to the learning environment  Knowledge and awareness of issues and factors related to underachievement and barriers to learning and participation  A consistent approach to behaviour management	Application Form  Interview
<b>Personal Qualities</b>	A safe and measured adult who can maintain safe boundaries with children and young people  Creative, enthusiastic, industrious, serving, patient, empathetic and caring	Wants to grow professionally and develop thus improving service to students	Application Form  Interview



<b>Other</b>	Willingness to challenge oneself to continually improve performance through self-evaluation and learning from others  Seeks to maximise opportunities for young people  Car driver	Basic first aid	Application Form  Interview
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**Signature: .....**  
**Job Holder**

**Date: .....**

**Signature: .....**  
**Line Manager**

**Date: .....**