

Person Specification

| | Essential | Desirable | Evidence |
|---|-----------|-----------|------------------------|
| Knowledge, Experience and Qualification | | | |
| 'A' Level education or equivalent and/or at least 3 years work experience at this level | ✓ | | Application |
| Degree or equivalent | | ✓ | Application |
| GCSE English (min 'C' grade) or equiv | ✓ | | Application |
| GCSE Maths (min 'C' grade) or equiv | ✓ | | Application |
| HLTA qualification | | ✓ | |
| Ability to use ICT | ✓ | | CV/Interview |
| Specific training or knowledge in a curriculum area | ✓ | | Interview |
| Specific training or knowledge in the learning of ASD students | | ✓ | Interview |
| Full working knowledge of relevant Codes of Practice | | ✓ | Interview |
| Relevant skills and aptitude | | | |
| Ability to support students at KS3, KS4 and KS5 | ✓ | | Reference/Int |
| Ability to work independently | ✓ | | Reference/Int |
| Good oral communication skills with students and colleagues | ✓ | | Interview |
| Effective use of IT | ✓ | | Interview |
| Ability to earn respect of students and staff quickly | ✓ | | Reference/Int |
| Ability to apply school sanction and reward systems | | ✓ | Interview |
| Creative approach to problem solving and conflict resolution | ✓ | | Reference/Int |
| Classroom presence | ✓ | | |
| Good written communication skills | ✓ | | Application Letter/Int |
| Understanding of the learning process | ✓ | | Interview |
| Ability to deal appropriately with challenging students and parents | | ✓ | Interview |
| Demonstrated ability to improve school systems through appropriate channels | | ✓ | Interview |
| Personal Qualities | | | |
| Enthusiastic and approachable | ✓ | | Interview |
| Sense of humour | ✓ | | Interview |
| Good interpersonal skills | ✓ | | Interview |
| Shows initiative | ✓ | | Reference/Int |
| Sensitive to the needs and concerns of others | ✓ | | Interview |
| Hardworking and conscientious | ✓ | | Reference |
| Flexible approach | ✓ | | Reference/Int |
| Strong team orientation | ✓ | | Reference/Int |
| Keen to further professional development and skills | ✓ | | Interview |