

PERSON SPECIFICATION - SUPPORT ASSISTANT

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications and Training	Grade 5 or above at GCSE (or equivalent qualification in) English and Maths.	5 or more GCSEs (or equivalent qualification) at Grade 5 or above
Experience	<p>Experience of working with children or young adults</p> <p>Experience of working with individuals or small groups</p> <p>Ability to react to situations appropriately and follow procedures</p>	<p>Interest in developing positive relationships</p> <p>Well organised</p> <p>Interest in developing children's educational experiences</p> <p>Interest in difficulties faced by individuals</p>
Skills	<p>Ability to relate to children, young adults and adults.</p> <p>Good communication skills in English, including competence in literacy, numeracy and ICT</p> <p>Ability to modify lesson materials</p> <p>Ability to meet the needs of any student.</p> <p>Ability to be involved in all training required to meet the needs of students.</p> <p>Interest in student welfare and a respect for the difference in people</p> <p>Tact and diplomacy</p> <p>Good time management and organisational skills</p>	<p>Potential to change attitudes and question own values</p> <p>Ability to prioritise and judge relative significance of conflicting demands</p> <p>Ability to contribute to reports and assessment in a child's learning</p> <p>Ability to meet parents / professionals</p>
Knowledge	Understanding of the general workings of a school	Knowledge of SEN including specific difficulties
Disposition	<p>Enthusiasm, Warmth</p> <p>Team player</p> <p>Patient</p> <p>Sense of humour</p> <p>Flexible</p> <p>Enjoys a challenge</p> <p>Ability to remain calm under pressure</p> <p>Anti-discriminatory and aware of prejudice</p>	<p>Commitment to training</p> <p>Willing to learn and evaluate practice</p> <p>Willingness to seek advice and support</p>