



Person Specification – 1:1 Inclusion Support Worker (with BSL)

		Essential or Desirable (E, D)
Qualifications	BSL Level 2 (or equivalent)	E
	GCSE grade C or above in Maths and English (or equivalent)	E
	Educated to degree level or equivalent	D
	Recent Safeguarding Training	D
Experience	Proven, high quality practice including close liaison with class teachers	E
	Experience of working with young children and their families in a school environment	E
	Experience of developing and delivering individual education programmes for children with specific needs, particularly children with a hearing impairment	E
	Experience of the management and improvement of progress of students with SEND by implementing group and individualised support programmes	E
	Experience of liaising with multiple agencies in order to provide individualised support packages for students	D
	Experience of developing banks of resources for students and teachers	D
	Experience of using the SEN Code of Practice in schools	D
Personal skills & characteristics	Well organised	E
	Excellent communication skills in writing and orally at all levels	E
	Ability to work under pressure whilst maintaining a positive, professional attitude	E
	Ability to work as part of a team	E
	Ability to organise and prioritise workload and work on own initiative	E
	Ability to communicate effectively with staff, students, parents and agencies and maintain good working relationships	E
	Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through following the school's behaviour policy	E
	Flexible and willing to contribute to the success of the team	E
	Be committed to inclusion and achievement	E
Self-Reflection & Professional Development	Demonstrate responsibility for your own professional development	E
	Have an understanding of your professional responsibilities in relation to school policies and practices	E
	Set a good example to the pupils you teach in terms of your presentation and personal conduct	E