

Person Specification Inclusion Support Assistant

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	• Good levels of competency in literacy & numeracy • A minimum of 5 GCSE's (or equivalent) to include English & Maths at Grade C • Experience of working in a school setting	• Relevant qualifications (e.g., Teaching Assistant qualification, youth work, or equivalent) • Experience supporting transitions or reintegration programmes	Application Qualifications
Skills and Abilities	• Strong communication and interpersonal skills • Ability to build positive relationships with pupils, families, and professionals • Good organizational skills and ability to maintain accurate records • Understanding of safeguarding and confidentiality • Ability to work as part of a team and independently		Application Interview Reference
Knowledge and Experience	• Experience working with young people, preferably in a school setting, particularly those with additional needs or behavioral challenges	• Experience working in an alternative provision or similar setting • Knowledge of SEND, SEMH, or behavior support strategies	Application Interview Reference
Key Attributes	• Patient, resilient, and empathetic • Professional and reliable • Flexible and adaptable • Proactive problem-solver • Committed to inclusion and pupil success		Interview
Other Requirements	• To undergo an enhanced DBS check		Application