

Person Specification Pastoral Support Assistant

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
Education and Qualifications	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Evidence of Further Education such as A Levels • Graduate qualification to enable support to be given to a subject within the school • Post 16 vocational qualifications 	Application Qualifications
Skills and Abilities	<ul style="list-style-type: none"> • Accurate and fluent written communication skills • Ability to orally communicate effectively with a range of audiences • Ability to engage and motivate pupils • Effective time management skills which allow students to complete set activities at an appropriate pace • Ability to deploy behaviour management strategies effectively 	<ul style="list-style-type: none"> • Awareness of the code of Practice 	Application References Interview
Knowledge and Experience	<ul style="list-style-type: none"> • Experience of supporting individual/groups of children • Experience of using interpersonal skills to work through difficult situation • Knowledge of Behaviour strategies and strategies to support children in the classroom • Knowledge of KS3 and/or KS4 curriculums 	<ul style="list-style-type: none"> • Experience of ICT packages i.e. Word, PowerPoint, Arbor • Experience of working in a learning environment such as a learning centre or school/college • An understanding of the challenges faced by children with recognised difficulties such as Autism, Asperger's, ADHD, Dyslexia etc 	Application Interview Reference
Other Requirements	<ul style="list-style-type: none"> • Commitment to inclusion • To undergo an enhanced DBS check 		Interview