



**WELLSPRING**

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**Person Specification**

		Essential / Desirable	How Identified
Section	Information		
<b>Education and Training</b>			
E.g. Leadership	2 GCSEs at grade A to C in English and Maths or equivalent and Level 3 TA certificate or equivalent (e.g. NVQ level 3)	<b>Essential</b>	<b>Application/Interview</b>
	Training in the relevant strategies e.g. literacy and /or in particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE etc	<b>Essential</b>	<b>Application/Interview</b>
<b>Experience</b>	Appropriate first aid training/ specific training in specialist area	<b>Desirable</b>	<b>Application/Interview</b>
	Experience working with children of relevant age	<b>Essential</b>	<b>Application/Interview</b>
	Experience in specific area in a learning environment	<b>Essential</b>	<b>Application/Interview</b>
	Experience of working with pupils with additional needs	<b>Essential</b>	<b>Application/Interview</b>



	Experience of whole class teaching /supervisory experience	<b>Essential</b>	Application/Interview
<b>General and Specialist Knowledge</b>			
	Effective use of ICT and other specialist equipment/ resources	<b>Essential</b>	Application/Interview

	Use of other equipment technology	<b>Essential</b>	Application/Interview
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Full working knowledge of relevant policies/ codes of

**Essential Application/Interview**

practice and awareness of relevant legislation

	Working knowledge of national/ foundation stage curriculum and other relevant learning programmes/ strategies	<b>Essential</b>	Application/Interview
	Understanding of principles of child development and learning processes	<b>Essential</b>	Application/Interview
<b>Skills and Abilities</b>			

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	Ability to self-evaluate learning needs and actively seek learning opportunities Full understanding of the range of support services/ providers	<b>Essential</b>	Application/Interview
	Ability to relate well to children and adults.	<b>Essential</b>	Application/Interview
	Work constructively as part of a team, understanding	<b>Essential</b>	Application/Interview



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	classroom roles and responsibilities and your own position within these		
	Understanding of principles of child development and learning processes and in particular, barriers to learning	<b>Essential</b>	<b>Application/Interview</b>
	Ability to plan effective actions for pupils at risk of underachieving	<b>Essential</b>	<b>Application/Interview</b>
<b>Additional Requirements</b>	<p>Relevant first aid knowledge</p> <p>Operate with the highest standards of personal/professional conduct and integrity</p> <p>Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.</p>	<b>Essential</b>	<b>Application/Interview</b>
	Willing to undertake training and continuous professional development in connection with the post.		
	Work in accordance with the Trust's values and behaviours.		
	Able to undertake any travel in connection with the post.		

	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude		
	Satisfactory DBS disclosure to work in an environment dealing with young people		



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	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults		
	A commitment to safeguarding and promoting welfare for all		