

Person Specification

Essential **E** | Desirable **D** | Application form **A** | Selection process **S** | Interview **I**

EDUCATION/QUALIFICATIONS	Requirement:	Assessed at:
High standard of general education (minimum 5 A*-C GCSE in English & Maths or equivalent)	E	A
NVQ Level 2 or equivalent knowledge, experience and skills	D	A
Evidence of further professional development	D	A

EXPERIENCE	Requirement:	Assessed at:
Working with young people in a learning environment	E	A S
Working using collaborative partnerships	E	A S

BEHAVIOURS	Requirement:	Assessed at:
Natural communicator; relationship building skills with a range of stakeholders	E	S
Ability to use data and evidence to draw conclusions / reinforce success	D	S
Proactive and innovative	E	S

KNOWLEDGE & UNDERSTANDING	Requirement:	Assessed at:
An understanding of effective and engaging learning strategies	E	S
Experience of classroom practice or similar setting	E	A S
An understanding of the SEND Code of Practice, 2015	D	A S
An understanding of effective literacy and numeracy strategies to enable progress of learners	D	A S
An understanding of tracking and monitoring learner progress	E	A S
An understanding of the use of assessment to inform planning	D	A S
Ability to plan support/intervention sessions with clear objectives to ensure progression for all	D	A S
Ability to set consistently high expectations for all learners through class work and independent study	E	A S
A willingness to be involved in enrichment activities	E	S

LEADERSHIP AND SKILLS	Requirement:	Assessed at:
Ability to work within teams effectively, motivate, enthuse and inspire colleagues and learners	E	S
Ability to delegate and hold learners to account	E	S
Excellent ICT skills	E	A
Excellent communication skills, both verbal and written	E	A S

ATTRIBUTES	Requirement:	Assessed at:
Committed to the aims of Wootton Park Academy Trust	E	S
Committed to Equality and Diversity	E	S
Committed to own continuing professional development	E	A S
Clear view of what high standards and performance looks like	E	S
Proactive / strong problem solver with the ability to make things happen	E	S