



PERSON SPECIFICATION

Criteria	Essential (E) or Desirable (D)	How Assessed Application (A) Interview (I) Reference (R)
Qualifications and general experience		
Excellent literacy and numeracy skills	E	A
Experience of working in a school or educational provision	D	A
A commitment to professional development	E	A, I
Attendance in a range of relatable CPD	D	A
Successful, clear Enhanced DBS check and safeguarding clearance.	E	R
Understanding of the role of a Learning Support Assistant	E	A, I
Understanding of strategies to support successful outcomes for all pupils	D	A, I
Experience of working with pupils with communication and Interaction needs	D	A, I, R
Personal attributes		
Demonstrates commitment, reliability and integrity	E	A, I, R
Communicates effectively with self-awareness and social perception	E	A, I
Has energy and resilience	E	A, I, R
Demonstrates emotional intelligence	E	A, I
Is adaptable to changing circumstances and new ideas	E	A, I
Professional skills		
Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all	E	A, I
Committed to meeting the needs of pupils whatever their ability or background	E	A, I
A belief that education should be a lively, stimulating, enjoyable experience which achieves high standards and prepares pupils for future education.	E	A, I
Ability to communicate and promote the aims and objectives of the school	E	I
Ability to communicate effectively (orally and in writing)	E	A, I



Committed to working with parents, colleagues and other agencies in a positive and constructive manner	E	A, I
Ability to motivate and stimulate pupils of all abilities to enjoy learning	E	A, I
Make appropriate judgements over issues of confidentiality and safeguarding	D	A, I
A commitment to continuing professional development and evidence of recent relevant training	E	A, I, R
An excellent understanding of a range of behavioural management strategies	D	A, I
Able to work effectively with teachers to ensure effective support for all students	D	A, I
A good understanding of safeguarding procedures and responsibilities	D	A, I
Professional philosophy and commitment		
Ability to reflect and question self	E	A, I
Prepared to be involved in the whole life of the school	E	I
Understanding of and commitment to developing links between home, school, neighbouring schools and different communities (local, national and global)	E	A, I

Safeguarding

The Governing Body of Castle EAST School, together with EAST MAT (East Anglian Schools' Trust), are committed to safeguarding and promoting the wellbeing of children and young people and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. You will need to demonstrate knowledge and understanding of relevant guidance and legislation and to display commitment to the protection and safeguarding of children and young people.

The successful candidate will be required to undergo an enhanced DBS check before securing their employment at Castle EAST School.