



Person Specification Level 3

Requirements		Essential	Desirable	Proposed selection method*
Experience	<ul style="list-style-type: none"> • Experience of working with young people 	*		A
	<ul style="list-style-type: none"> • Experience of working in a Secondary School 		*	A
Qualifications	<ul style="list-style-type: none"> • To be educated to at least GCSE or equivalent 	*		A
	<ul style="list-style-type: none"> • To have a specific professional qualification relevant to some aspect of the role 	*		A
	<ul style="list-style-type: none"> • To have an additional professional recognised qualification 		*	A
Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge of how schools operate and the need for discretion and confidentiality 		*	I/R
	<ul style="list-style-type: none"> • An understanding of how young people learn and to improve pupil learning 		*	I
	<ul style="list-style-type: none"> • Good interpersonal skills, able to communicate orally and in writing 	*		A/I
	<ul style="list-style-type: none"> • The ability to motivate young people 	*		I/R
	<ul style="list-style-type: none"> • Good organisational skills and some evidence of leadership within specific areas of need 	*		R
	<ul style="list-style-type: none"> • An awareness of key barriers to learning for pupils with SEND 	*		A/I
	<ul style="list-style-type: none"> • The ability to develop individual resources and share these with staff 	*		A/I
Personal Qualities	<ul style="list-style-type: none"> • Able to work as part of a team but also be a self-starter and be able to set personal goals 	*		I/R
	<ul style="list-style-type: none"> • The ability to get on well with pupils, to be an advocate for young people 	*		R
	<ul style="list-style-type: none"> • Have high expectations of yourself and the young people you're supporting 	*		A/I

Equal Opportunities	<ul style="list-style-type: none"> • The candidate will need to evidence a commitment to safeguarding and protecting the welfare of children/young persons • Awareness, understanding and commitment to the pursuit of equal opportunity, in terms of service delivery and employment practice • Awareness of disability discrimination policy 	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>		<p style="text-align: center;">A/I/R</p> <p style="text-align: center;">A/I</p> <p style="text-align: center;">A/I</p>
Working Practices	<ul style="list-style-type: none"> • Be willing to undertake training to enhance service delivery and self-development • Willingness to share information and expertise with other staff • Undertake First Aid Training 	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>		<p style="text-align: center;">A/I</p> <p style="text-align: center;">A/I</p> <p style="text-align: center;">A/I</p>

A = Application

I = Interview

R = Reference