


# Person Specification

	<b>Role:</b>	Senior Communication Support Worker
	<b>Salary Scale:</b>	Unqualified Teacher Pay Scale Plus Allowances (£2,540.00 Annually) - Term Time (32.5 hours per week)
	<b>Updated:</b>	11th June 2026

Descriptor	Requirement	Evidence
	D: Desirable E: Essential	A: Application I: Interview
<b>Qualifications/Training</b>		
Educated to at least GCSE or equivalent level, including English and Maths	E	A
Relevant professional certification/qualification: <ul style="list-style-type: none"> <li>- Communication Support Workers Certificate</li> <li>- Level 2 BSL</li> <li>- Additional Professional Development</li> </ul>	E	A
Additional professional qualifications	D	A
<b>Professional Experience</b>		
Experience working with children with a range of SEND	E	A + I
Experience working within the Deaf Community	E	A + I
Experience with Inclusive school setting	E	A + I
<b>Competencies, Skills, Knowledge &amp; Understanding</b>		
Knowledge of ICT, especially relating to deaf community	E	A + I
Ability to organise and prioritise own workload within appropriate timescales	E	A + I
Understanding of Deaf culture	E	A + I
Ability to communicate clearly and responsively with students, staff and other relevant stakeholders and outside agencies	E	A + I + T
Good interpersonal skills	E	A + I + T
Ability to maintain effective working relationships with students, parents/carers, colleagues and other stakeholders in the school community	E	A + I
<b>Personal Qualities</b>		
A commitment to working in a busy school environment	E	A + I
Flexible, motivated and committed	E	A + I
Good attendance and punctuality	E	A + I
Willingness to see a job through to completion	E	A + I
Energy and enthusiasm with a good sense of humour	E	A + I
Adaptability to changing circumstances and new ideas	E	A + I

Professional approach to working	E	A + I
Committed to the ethos of the school	E	A + I
Willingness to be flexible and take on additional duties as and when required	E	A + I
Willingness to participate in further training and development opportunities offered by the school	E	A + I
Ability to work independently and as part of a team	E	A
<i>Equal Opportunities Awareness</i>		
A commitment to equal opportunities, awareness of diversity issues and working in a positive and non-discriminatory way	E	A + I
A commitment to working in a multi-cultural environment and with pupils and staff from diverse backgrounds and abilities	E	A + I
A commitment to working in a flexible and collaborative manner with all members of the school community	E	A + I
<i>Child Protection &amp; Safeguarding Awareness</i>		
A strong understanding of child protection and safeguarding matters	E	A + I
A commitment to safeguarding and promoting the welfare of young people and to abide by school's Safeguarding, Child Protection and Early Help Policy and Keeping Children Safe in Education.	E	A + I