



### Person Specification

<b>JOB TITLE:</b>	<b>Support Assistant – Level 2</b>
<b>DATE:</b>	<b>June 2023</b>
<b>STATUS:</b>	<b>Final</b>

<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting Checks</b>
<b>Knowledge and qualifications</b>					
1. Working knowledge of national or foundation stage curriculum and other relevant learning programmes/strategies.	E	✓			
2. Working towards Level 2 Basic Skills (Literacy and Numeracy) or equivalent competency i.e. GCSE Maths and English	E	✓			✓
3. Knowledge of the Early Years framework.	D	✓		✓	
4. Phonics or early reading training	D	✓		✓	
5. First Aid Training	D	✓			✓
6. Knowledge of the SEN Code of Practice	D	✓	✓	✓	
<b>Experience</b>					
7. Experience of supporting children in a learning environment	E	✓			
8. Experience of managing pupil behaviour	E	✓			
9. Experience of using ICT to support pupils in the classroom.	E		✓	✓	
10. Experience of demonstrating emotional resilience in working with challenging behaviours.	E		✓	✓	

11. Carrying out and reporting on systematic observations of pupils' knowledge, understanding and skills.	E		✓	✓	
12. Supervising and supporting groups of pupils both in the classroom and outdoors.	E		✓	✓	
<b>Skills and competencies</b>					
13. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E	✓	✓	✓	
14. Able to use language and other communication skills that children can understand and relate to.	E		✓	✓	
15. Ability to empathise with the needs of children and in particular able to establish positive relationships with pupils.	E		✓	✓	
16. Able to consistently and effectively implement agreed behaviour management strategies.	E		✓	✓	
17. Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs.	E		✓	✓	
18. Able to work effectively as part of a team.	E	✓	✓	✓	
<b>Other</b>					
19. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E				✓
20. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
21. Able to support the Christian ethos of the school.	E	✓	✓	✓	
22. Able to work within and apply all relevant school policies and schemes of work.	E		✓	✓	
23. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible		✓		✓	