



S.M.I.T.H

Safe, Motivational, Inclusive, a Team and Happy

PERSON SPECIFICATION

	Essential	Desirable
Training and qualifications	<p>Hold a recognised qualification (NVQ level 2 or equivalent or higher) relating to working and supporting children.</p> <p>Demonstrate levels of numeracy and literacy equivalent to GCSE (A-C)</p> <p>Experience of working with young people within the areas of communication and interaction, cognition and learning, social emotional and mental health and physical and sensory needs.</p>	<p>Evidence of recent professional development</p> <p>First aid qualification</p>
Professional knowledge, skills and experience	<p>Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential.</p> <p>Knowledge of a variety of intervention strategies.</p> <p>Knowledge of a range of strategies to establish a purposeful learning environment and to promote good behaviour.</p> <p>Knowledge of the key factors that affect the way pupils learn.</p> <p>Understanding of Safeguarding and child protection requirements.</p> <p>Experience of using ICT to advance pupils' learning, and experience of using common ICT tools for own and pupils' benefit.</p> <p>Possesses the knowledge and skills to adapt learning for pupils with SEND needs.</p>	<p>An understanding of positive management Strategies.</p>
Person qualities	<p>Ability to supervise pupils effectively both in and out of school in line with the school's behaviour policy.</p> <p>Effective oral and written communication skills.</p> <p>Excellent interpersonal skills both in working relationship with young pupils and in forming effective professional relationships with a wide range of contacts.</p> <p>Excellent organisational and time management skills.</p> <p>Able to form and maintain appropriate professional relationships and boundaries with children and young people.</p>	<p>Involvement in extra-curricular activities</p> <p>Support teaching within 4-11 age range</p>

	<p>Ability and willingness to work constructively as part of a team.</p> <p>Willingness to undertake any relevant training and professional development opportunities.</p> <p>Able to organise classroom activities e.g. preparing and setting out resources and implementing strategies for Teaching and Learning.</p> <p>Ability to deal with sensitive information in a confidential manner.</p> <p>Ability to provide a good role model to young pupils.</p> <p>Ability to use own initiative and work flexibly.</p> <p>Able to evaluate own performance and be committed to improving practice through appropriate professional development.</p> <p>Able to act upon advice and feedback and be open to coaching and mentoring.</p> <p>Ability to support the ethos of the school.</p> <p>Committed to providing the best possible care for all pupils.</p> <p>Calm under pressure and able to adapt to change quickly.</p> <p>Commitment to the School's Equal Opportunities Policy.</p> <p>Demonstrates an ability to deal with sensitive and emotional situations.</p>	
Other	<p>The post holder will be required to have a satisfactory enhanced DBS check.</p> <p>Other safeguarding checks will also be carried out and must be satisfactory including references, right to work in the UK and prohibition orders.</p>	