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**BEACON OF LIGHT SCHOOL**

**Person Specification – Student Support Assistant**

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|  Attributes | Essential | Evidence |
| Education, Training and Qualifications | * A good general education with English and Maths to GCSE level or equivalent with evidence of qualifications in these areas
* Experience of, or a willingness to be trained in, specialist behaviour strategies
 | Application form |
| Experience and Knowledge | * Experience of working with children at secondary age
* Experience of working with young people with identified barriers to learning and engagement
* Have knowledge and understanding of the different social, cultural and physical needs of young people
* Experience of working in a school environment
* Experience of supporting students across an academic curriculum
* Experience of a range of behaviour management strategies
* Knowledge and understanding of the role of a Pastoral Tutor
* Awareness of safeguarding
 | Application form Reference |
| Skills and Abilities | * A positive interest in working with young people
* Ability to bring out the best in every student
* Ability to deal with challenging behaviour
* Flexible and innovative with a clear understanding of how young people who are disengaged from education might behave and respond
* Able to work on own and as part of a team.
* Ability to build good working relationships with a range of colleagues
* Good oral and written communication skills
* Ability to motivate students to engage with their learning in 1-2-1, small group and whole class work
* Ability to work calmly and with patience
* Productive and shows initiative
* Able to contribute to student monitoring, assessment and feedback
* Desire to be involved in professional development and attend courses/training
 | Application form ReferenceSpecific tasks at interview  |
| Motivation and Personality | * Genuine concern for the welfare of staff and students
* Desire to work at The Beacon of Light School
 | Application form ReferenceInterview |
| Personal | * Able to work under pressure
* Willing to accept the demands and challenges of the post and respond in a positive manner
* High standards and expectations of self and others
* A strong sense of professionalism, commitment to upholding standards and setting an appropriate example
* Sensitive to the needs of students and their parents/care
* High level of integrity, confidentiality and honesty
* Proactive approach
 | Application form ReferenceInterview |
| Other Requirements | * A commitment to safeguarding and promoting the welfare of children and young people
* Prepared to work flexibly to meet work requirements, this may include evenings
* A commitment to equal opportunities
* A commitment to CPD
 | Application form ReferenceInterview |