



ACKLAM GRANGE SCHOOL

PERSON SPECIFICATION: ACADEMIC INTERVENTION ASSISTANT



	Essential	Desirable	Measured by
Qualifications / Training	<ul style="list-style-type: none"> Educated to GCSE Standard at Grade A* – C for a minimum of 5 GCSEs including Mathematics and English, or equivalent qualifications. NVQ Level 2 or equivalent in a relevant subject to complement the role. Commitment to training / health and safety legislation. 	<ul style="list-style-type: none"> NVQ Level 3 or other recognised equivalent professional qualification to complement the role. First Aid qualification. 	A/Q A/Q I
Experience	<ul style="list-style-type: none"> Collaborative working within a team 	<ul style="list-style-type: none"> Experience of working to support children's learning gained in a relevant environment. Experience of working with students with a range of complex needs. 	A/I
Knowledge and Understanding	<ul style="list-style-type: none"> Full working knowledge of relevant policies/codes of practice. Understanding of areas of learning, e.g. literacy, numeracy, science, SEN. Understanding of principles of child development and learning processes. Use of learning technologies. Knowledge of a range of classroom behaviour strategies. 	<ul style="list-style-type: none"> Awareness of requirements of SEN and disability legislation An understanding of curriculum matters. Experience of leading small group work to develop social and emotional wellbeing of young people. 	A/I A/I A/I A/I A/I
Skills	<ul style="list-style-type: none"> High standard of interpersonal and oral/written communication skills. Effective use of ICT to promote, support and enhance teaching and learning, including data tracking and analysis. Well-developed interpersonal skills to be able to relate well to a wide range of people. 	<ul style="list-style-type: none"> Good ICT skills for learning and administrative requirements. 	A/I A/I I
Person Characteristics	<ul style="list-style-type: none"> Ability to make relationships easily with young people and adults. Ability to motivate students and engage them with their learning. Ability to defuse difficult situations. Ability to represent student needs to others. An enthusiastic approach to working with students. Ability to work flexibly and respond to developing needs. Reliability and integrity. Humour and resilience. 		I I I I I A/I A/I I I

Measured by Key: A: Application form/letter Q: Qualification Check I: Interview