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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  Reference  Specific 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  Reference  Interview |
| 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  Reference  Interview |
| 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  Reference  Interview |