

REFLECT LEAD – PERSON SPECIFICATION

	Essential	Desirable	Measured by
Qualifications / Training	<ul style="list-style-type: none"> • NVQ 3 for Teaching Assistant or recognised equivalent qualification • NVQ Level 4 or HLTA status or equivalent qualification in relative discipline 	<ul style="list-style-type: none"> • Team Teach Qualification • First Aid qualification • Further qualifications relating to the role • Evidence of behaviour management training 	Application Form / Interview
Knowledge, understanding and experience	<ul style="list-style-type: none"> • Experience of working within behavior or pastoral team within an education setting • Collaborative working within a team • Full working knowledge of relevant policies/codes of practice • Committed to safeguarding and promoting the welfare of children and young people • Experience of supporting children with emotional and behavioral difficulties within an educational setting • Experience of developing strategies for intervention to impact learning, attendance and behavior • An understanding of curriculum matters and to be able to contribute effectively to curriculum development, planning, evaluation and implementation • Understanding of principles of child development and learning processes • Ability to plan effective actions for pupils at risk of underachieving • Use of learning technologies 	<ul style="list-style-type: none"> • Experience of delivering education in a core subject in a secondary school setting • Experience of delivering literacy and numeracy support in a secondary school setting • Experience of using behaviour techniques/programmes 	Application Form / Interview / References
Skills	<ul style="list-style-type: none"> • High standard of interpersonal and oral/written communication skills 	<ul style="list-style-type: none"> • Good ICT skills for learning and administrative requirements 	Application Form /

	<ul style="list-style-type: none"> • Effective use of ICT to promote, support and enhance teaching and learning • Well-developed interpersonal skills to be able to relate well to a wide range of people • Good communication skills 	<ul style="list-style-type: none"> • Awareness of inclusion and the ability to work in a challenging environment 	Interview / References
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 		Application Form / Interview / References

**Enhanced DBS Disclosure
Proof of Right to Work in the UK**