**ASCENT ACADEMIES’ TRUST**

**PERSON SPECIFICATION –Instructor (Secondary)**

| **ESSENTIAL** | | | | **DESIRABLE** | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Criteria No.** | ATTRIBUTE | **Stage Identified** | Criteria **No.** | ATTRIBUTE | **Stage Identified** |
| **Qualifications**  **& Education** | E1 | 5 x GCSE A\*-C or equivalent inc Maths & English (evidence required) | Application  Certificate | D1 | Evidence of continuing professional development | Application |
|  | E2 | Level 3 or higher qualification or equivalent in relevant subject (evidence required) | Application  Certificate |  |  |  |
| Experience & Knowledge | E3 | Experience of working with young people or adults with a range of complex special educational needs in a special school setting | Application  Interview | D2 | Experience of working with a multi-disciplinary team and having demonstrable positive impact for a young person | Application  Reference  Interview |
|  | E4 | Experience of planning age appropriate high quality learning activities for students with SEND who are working significantly below their age related expectations | Application  Reference |  |  |  |
|  | E5 | Evidence of commitment to having high aspirations for students and supporting them to achieve their aspirations through progress towards preparation for adulthood or EHCP outcomes. | Application  Reference |  |  |  |
|  | E6 | Evidence of supporting students to recognise and regulate their emotions in a positive way in preparation for adulthood. | Application  Reference |  |  |  |
|  | E7 | Experience of using student starting points to plan a series of sessions based on the subject curriculum to ensure all students make progress against starting points | Application  Reference |  |  |  |
|  | E8 | Experience of delivering a range of subjects across the curriculum |  |  |  |  |
| **Skills** | E8 | Ability to lead a team of teaching assistants during sessions, together with leading the wider work of the team | Reference |  |  |  |
|  | E9 | Ability to communicate effectively and to a high standard both orally and in writing to a wide range of audiences, including parents | Application  Reference  Interview |  |  |  |
| **Personal**  **Attributes** | E10 | An attitude which always put the students at the heart of everything you do | Reference |  |  |  |
|  | E11 | A belief and commitment in demonstrating the academy’s values of honesty, integrity and kindness in everything you do |  |  |  |  |
|  | E12 | Ability to form and maintain appropriate relationships and personal boundaries with children and young adults | Reference |  |  |  |