**Person specification**

**Resource School Integrated Assistant**

| Attributes | **Essential** | **Desirable** | **How identified** |
| --- | --- | --- | --- |
| Qualifications | Good general standard of  education.  Grade 4/C or above in English & Maths GCSE or equivalent. | Relevant teaching assistant NVQ, certificate or diploma / degree.  HLTA Status.  ICT Qualification i.e. ECDL. | A/I/Q  A/I/Q |
| Experience | Experience of working with students.  Working as part of a team. | Experience of working in a secondary school environment.  Experience of working with children with SLD or SEN. | A/I  A/I |
| Knowledge and skills | High level written and oral communication skills.  Ability to relate effectively to students, colleagues and parents.  Committed team worker.  Good organisational skills.  Ability to use ICT.  Ability to work under pressure, sustain output and complete tasks. | High level ICT literacy.  Interest in developing collaborative ways of working.  Understanding of secondary (KS3 / KS4 curriculum).  Understanding of differentiation in regard to learning. | A/I  A/I  A/I  A/I  A/I/T  A/I/R |
| Character | Commitment to promote the school and maintain its high profile.  Individual requirements of job description.  Set a good example with regard to dress, punctuality and attendance.  Awareness, understanding and commitment to equal opportunities.  Energetic, positive and self-motivating.  Enjoyment of challenge.  Commitment to inclusive education.  A sense of humour! | Commitment to contribute to school life.  Willing to use your car to transport students to activities. | A/I  I  A/I/R  I/R  I/T  I  I/R  I |

Key

A = Application

I = Interview

Q = Qualification certificates

T = Task