

**Person Specification**  
**Teaching Assistant – Intervention Hub**

The Futures Trust and Barr's Hill School are committed to safeguarding and promoting the welfare of Children and Young People, and require all staff and volunteers to share this commitment.

<b>Responsible to</b>	Assistant Head Teacher Director of Inclusion
<b>Grade</b>	Grade 3 (pro rata salary £16,847 - £17,878 per annum)
<b>Hours</b>	37 hours per week, term time only 39 weeks
<b>Location</b>	Based at Barr's Hill School <i>with a requirement to travel to undertake work at or for academies within the Trust</i>

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Measured By</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>A relevant qualification in working with children at NVQ2 Level or above or evidence of equivalent experience in a professional environment.</li> <li>GCSE level C or above in both English and Maths (or equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>Further courses / qualifications related to support and guidance, counselling or a SEND specific focus.</li> <li>A level or higher level qualifications</li> </ul>	A/I
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>To devise and implement action plans for individual pupils</li> <li>Able to communicate effectively both verbally and in writing with a range of audiences including students, teachers, other professionals and parents</li> <li>IT literate including Microsoft word, excel and outlook.</li> <li>Able to be proactive, pre-empting student needs.</li> <li>Able to understand curriculum content and</li> </ul>		A/I

	<p>make it accessible to students.</p> <ul style="list-style-type: none"> <li>• To identify and set targets for the development for individual pupils</li> <li>• Able to work as an effective team member and work on own initiative.</li> <li>• To work effectively and network with a wide range of support services</li> <li>• To develop productive and supportive relationships with young people</li> <li>• Able to interpret and use data.</li> <li>• Able to maintain confidentiality and data security.</li> <li>• Able to consistently produce high quality work.</li> <li>• Able to deal with situations calmly and efficiently.</li> </ul>		
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of 1 year's classroom experience, or relevant work with young people in one of a range of fields such as education, youth work, health and social work.</li> <li>• Providing individual support for children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• To have worked specifically with children with EHCPs</li> <li>• To have worked with students who have English as an Additional Language</li> </ul>	A/I
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Understanding of the challenges facing young people from a</li> </ul>	<ul style="list-style-type: none"> <li>• To have a working knowledge of the EHCP review process</li> </ul>	A/I

	<p>disadvantaged community</p> <ul style="list-style-type: none"> <li>• Understanding of mentoring relationships with disadvantaged children</li> <li>• Understanding of the range of agencies and activities that provide support to vulnerable pupils</li> <li>• An understanding of Common Assessment Framework</li> <li>• A working knowledge of policies and codes of practice in areas specific to the post</li> <li>• An understanding of relevant legislation in relation to the post</li> <li>• A working knowledge of national curriculum and other relevant learning programmes</li> </ul>		
<p><b>Other requirements</b></p>	<ul style="list-style-type: none"> <li>• A professional role model who is committed to their own professional development and to developing others</li> <li>• Committed to and able to promote the aims of the school and the values of the Trust: Students First, It's about Learning, No Barriers.</li> <li>• Able to work calmly under pressure and withstand stress</li> </ul>		<p>A/I</p>

Person specification reviewed by: **Michaela Thomas – Director of Inclusion**

Date: **May 2021**

