

Person Specification

Education & Qualifications	• Maths and English qualifications to at least grade C GCSE or equivalent	E
Skills/Knowledge	• Awareness of the need to work at all times to safeguard and promote the welfare of children and young people • Awareness and understanding of Health and Safety compliance particularly relating to COSHH and good practice • Knowledge and understanding of subject to at least Level 2/GCSE standard and preferably L3 • Ability to organise students and resources using safe working practice • Competence in use of Internet and IT skills • Ability to work independently and within a team and to encourage others • Ability to prioritise work, plan, organise and deliver • Ability to multi-task • Understanding the nature and needs of student learners and classroom-based staff • Ability to relate positively to people across a wide age and ability range, and from diverse cultural, linguistic and ethnic backgrounds • Knowledge and understanding of equalities issues within a learning environment • Knowledge and understanding of the issues which affect the achievement of young people • Knowledge of a range of strategies that encourage participation and motivation of young people • Ability to carry out, monitor, evaluate and review processes	E E D E E E E E E E E E E E
Experience	• Consistently demonstrate and actively promote a commitment to safeguarding and promoting the welfare of children and young people • Experience of working flexibly and creatively both as a team member and independently • Education, training or experience of working in a workshop-based environment • Experience of working with and motivating children and young people	E E E D

	• Experience of working with young people and adults to develop their independent learning skills • Experience of working in a school or learning environment(s)	D D
Personal Qualities	• Effective communicator • Flexible approach • Ability to make positive relationships with adults and young people • Well organised and logical • Enthusiastic with positive attitude to work • Calm	E E E E E E

E = Essential

D= Desirable

The skills and attributes listed above will be assessed through the application form and supporting statement, the presentation and throughout interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to the use of authority and maintaining discipline

If the candidate is short listed, any relevant issues arising from references will be taken up at interview.

March 2025