

BROOMHILL BANK SCHOOL

PERSONAL SPECIFICATION – SCIENCE TECHNICIAN AND SUBJECT SUPPORT

CRITERIA		ESSENTIAL	DESIRABLE	EVIDENCE BASE / MODE OF ASSESSMENT
SECTION 1: EDUCATION AND TRAINING				
1.1	Highly numerate with a good standard of education, particularly in Science, English and Maths	✓		
1.2	Competent in the use of technology (computer, photocopier and those generally found in school Science Departments)	✓		
1.3	Evidence of continuing professional development - holder of a training portfolio of recent CPD relevant to work with children with communication difficulties		✓	
1.4	Receptive to undertaking professional development particularly in the field of Science, autistic spectrum and other, related, interaction and communication disorders.	✓		
1.5	In receipt of recent training in TEACCH and Team-Teach, PROACTrSCIP techniques, or similar		✓	
SECTION 2: KNOWLEDGE AND EXPERIENCE				
2.1	Be familiar with practical work undertaken in Science Departments; know the apparatus involved, advise teachers and be able to make suggestions.	✓		
2.2	Experience of working in a Science Department		✓	
2.3	Experience of repairing science equipment.		✓	
2.4	Experience of working successfully as part of a team.	✓		
2.5	Experience of delivering training programmes / presentations to adults		✓	
2.6	Knowledge and experience of procedures to safeguard the welfare of all children and vulnerable adults including Risk Assessments.	✓		
2.7	Prior experience of working successfully as a Technician with students who have a SEN Statement/EHCP	✓		
2.8	Clear understanding and knowledge of the difficulties faced by young people with Autism and the barriers that this can present for their		✓	

	Education and behaviour.			
2.9	Experience of TEACCH strategies or alternative systems to support students on the Autistic Spectrum.		✓	
2.10	Sound in the knowledge and application of appropriate professional boundaries for school staff	✓		
SECTION 3: SKILLS AND ABILITIES				
3.1	Efficient time management skills with the ability to work well under pressure and to organise workload to meet tight deadlines	✓		
3.2	Proven inter-personal and team working abilities and a skilled communicator, both written and verbal.	✓		
3.3	Take pride in and care of the Science Department			
3.4	Ability to provide an excellent role model for students, to empathise with them and inspire in them a commitment to learning.	✓		
3.5	Ability to motivate unwilling or reluctant students by being resourceful and to foster good relationships and quickly gain their respect	✓		
3.6	Ability to work proactively with students and staff to avoid crisis situations.	✓		
3.7	Willingness and ability to receive ongoing behaviour support training and support with challenging behaviour when necessary, including positive handling (when trained) and to observe the policy of the school.	✓		
3.8	Flexible in approach and willing to adjust to the many changing demands of the individual or the group.	✓		
3.9	Able to effectively share expertise and skills, to further the development of colleagues in school and the wider community	✓	✓	
3.10	Able to communicate sensitively and clearly with young people and adults, individually and in small groups,	✓		
3.11	Able to promote and present the school and its community in a positive way to parents, students, governors etc.	✓		
3.12	Holder of a valid manual driving licence and willing to undertake a minibus driving test.		✓	
SECTION 4: PERSONAL ATTRIBUTES				

4.1	Self-motivated and proactive, keen to take on new challenges and opportunities as they arise.	✓		
4.2	Honesty and integrity	✓		
4.3	Flexible approach to work and willingness to assist other members of the staff team when necessary	✓		
4.4	Empathy, humility, and humour	✓		
4.5	A liking and genuine respect for young people who can sometimes be challenging	✓		
4.6	Values the unique contribution made by all members of the school community including pupils, staff, parents and governors	✓		
4.7	Highly developed social and emotional intelligence	✓		
4.8	Ability to foster a culture of respect and openness	✓		
4.9	Interests outside school	✓		
4.10	Commitment to establishing a healthy work/life balance	✓		
4.11	An enquiring mind with a commitment to lifelong learning	✓		
4.12	Outward-looking and committed to collaborative activity in the local community.	✓		
4.13	Ability to remain calm in challenging situations.	✓		
4.14	Ability to provide students with communication difficulties with the daily consistency they need, by being available to attend work as contracted.	✓		
4.15	The physical and emotional ability to partake in positive handling interventions when required.	✓		
SECTION 5: EQUAL OPPORTUNITIES				
5.1	Commitment towards adherence to the principles set out within the school's Equality Plan.	✓		
5.2	Commitment to the promotion of the concept of equal opportunities in the work situation with all students and staff.	✓		
5.3	Understanding and sensitivity to discrimination experienced by members of minority groups and a commitment towards reducing this.	✓		

Broomhill Bank School and all its personnel are committed to safeguarding and promoting the welfare of children and vulnerable adults.