



PERSON SPECIFICATION		
AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Good standard of education (5 x GCSEs – Mathematics, English C or above) 	<ul style="list-style-type: none"> • Education to A Level standard. • Learning support or teaching qualification
Experience	<ul style="list-style-type: none"> • Experience of supporting learners in a primary or secondary school setting. • Experience of working collaboratively as part of a team to identify and remove barriers to learning for individuals with SEND. 	<ul style="list-style-type: none"> • Experience of a range of access and support strategies to enable students with SEN to engage successfully with the curriculum. • Experience of working as a learning mentor (or similar) in a school setting.
Knowledge	<ul style="list-style-type: none"> • Awareness of and enthusiasm for VIAT education standards. • An understanding of different approaches that can be used to support learners with SEND. • An understanding of different areas of SEND, including ASD, dyslexia and SEMH. 	<ul style="list-style-type: none"> • Specific knowledge about different areas of SEND, and strategies and approaches that will be effective in supporting students with those needs.
Skills	<ul style="list-style-type: none"> • Be able to work with others to identify and address individual barriers to learning. • Be able to use a range of different, personalised teaching and learning strategies. • Excellent verbal communication skills- able to give positive feedback to students about strengths and how to improve and develop their skills further. • Excellent written communication skills. • Excellent planning and organisation skills. • Ability to prioritise and multi-task. • Time management skills are key. • Good IT skills. 	<ul style="list-style-type: none"> • Experience of sharing and disseminating knowledge and understanding about SEN and barriers to learning with others.
Attributes	<ul style="list-style-type: none"> • Good inter-personal skills and the ability to build positive and professional relationships with students and colleagues. • Flexibility, initiative and the ability to maintain a positive approach whilst working under pressure. • A warm and welcoming manner. • The ability to manage self & time well. • A positive approach to self-improvement, a desire to act upon advice and feedback. • Ability to give advice and instruction in a helpful and professional manner. 	