

## Person Specification Inclusion Co-ordinator

	Essential	Desirable	How Assessed
<b>Education/Training</b>			
Meet Higher Level Teaching Assistant standards or equivalent qualifications	√		A
Numeracy/literacy skills (at least equivalent to Level 2 of the National Qualifications Framework)	√		A
Training in and application of recognised strategies for improving learning outcomes and/or behaviour	√		A,I
Requirement to participate in training/development as and when identified as essential for the post	√		A,I
<b>Experience</b>			
Proven experience of working with young people of the relevant age in a learning environment – particularly disaffected young people	√		A,I A,I
Experience of implementing national curriculum and other learning programmes/strategies	√		A,I
Experience, under appropriate supervision, of planning, preparing and delivering effective learning programmes	√		A,I
Experience of preparing, prioritising, initiating and delivering intervention strategies	√		A,I
Experience of planning effective actions for students at risk of underachieving for reasons of disaffection and/or exclusion	√		A,I
Experience of using ICT and other technology to support learning		√	A,I
<b>Knowledge</b>			
Full working knowledge of relevant policies/codes of practice/legislation	√		A,I
Working knowledge of national curriculum and child centred intervention programmes	√		A,I
Understanding of principles of child development and learning processes and in particular, barriers to learning	√		A,I
Full understanding of range of support services/providers/statutory frameworks	√		A,I
<b>Skills/Abilities</b>			
Ability to constantly improve own practice/knowledge through self-evaluation and learning from others	√		A,I

Ability to relate well to children and adults, including other professionals/carers	√		A,I
Ability to fulfil all spoken aspects of the role with confidence and fluency in English.	√		A,I
Ability to work constructively as part of a team whilst also being able to self-start and work independently	√		A,I
Ability to demonstrate and promote good practice in line with the ethos of the school/organisation	√		A,I

Estuaries Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are expected to undergo Disclosure and Barring and employment checks.