



Person Specification

Criteria	Requirement Level	Evidence
Qualification – NVQ3 or equivalent	Essential	A
First Aid qualification, or willingness to undertake relevant training and be prepared to administer as required	Essential	A/I
Commitment to high standards in all areas of school life	Essential	A/I
The ability to encourage and support pupils with a range of school activities	Essential	A/I/T
The ability to make detailed observations of pupils in order to provide next steps for learning	Essential	A/I/T
The ability to encourage and support pupils with a range of school activities	Essential	A/I/T
The ability to interact and deal sensitively with people	Essential	A/I/T
The ability to make decisions in consultation with the Class Teacher and colleagues as appropriate	Essential	A/I
The ability to use ICT	Essential	A/I
Knowledge of safeguarding procedures and equal opportunities	Essential	A/I
Knowledge of and ability to implement behaviour management programmes	Essential	A/I
To adhere to the confidential nature of pupil information	Essential	A/I
The ability to communicate effectively, orally and in writing with pupils and a wide range of adults in and beyond the school	Essential	A/I/Y
A willingness to take responsibility for their own professional development	Essential	A/I
Flexible, enthusiastic and resourceful to meet new challenges as the school grows	Essential	A/I
Good organisational skills and ability to manage, and use resources effectively and efficiently	Essential	A/I
Able to move equipment and support pupils with mobility difficulties	Essential	A/I/T



The ability to use your own initiative and work under pressure	Essential	A/I
The ability to enthusiastically and loyally promote the schools vision mission statement through behaviour, words and actions	Essential	A
Ability to contribute to curriculum and class planning	Desirable	A/I
The ability to lead initiatives that develop pupils' learning	Desirable	A/I
Experience of working with outside agencies	Desirable	A/I/T
Experience of Makaton	Desirable	A/T

A = Application Form I = Interview T = Task/Lesson Observation

Selection Process

Avanti House School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share this commitment. All successful candidates are required to have a DBS check.

References will be taken up for all short-listed candidates prior to interview.

We welcome applications from both men and women of all ages from any background and from candidates with disabilities. This position is not suitable for a job share.

The closing date for receipt of applications is **Friday 20th July 2018, midday.**

Applications can be downloaded at www.avanti.org.uk/careers/

Completed applications can be emailed directly to careers@avanti.org.uk before the closing date.

Any appointment subsequently made will be subject to the receipt of satisfactory references and other pre-employment checks.