

# Applecroft School



## Person Specification: Support Staff Lead

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CRITERIA	QUALITIES
<b>Qualifications and training</b>	<ul style="list-style-type: none"><li>• Qualification or relevant experience working with children with barriers to learning or other support needs</li><li>• Evidence of professional development relevant to this role</li><li>• GCSE or equivalent level, including at least a Grade C in English and maths</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience working in a school environment or other educational setting</li><li>• Experience working with children with barriers to learning</li><li>• Experience supporting and working with parents/carers of children with barriers to learning</li><li>• Experience of supporting practice of colleagues</li><li>• Experience of planning and delivering interventions</li></ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"><li>• Understanding of the graduated approach to SEND</li><li>• Assessment of individual children</li><li>• Tailoring plans, interventions and scaffolds to individual children</li><li>• Assessment and other data analysis and tracking</li><li>• Knowledge of external agencies in the local area who may be called on</li><li>• Safeguarding of children</li></ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• High expectations for all pupils and belief in equity and best outcomes for all pupils</li><li>• Commitment to upholding and promoting the ethos and values of the school</li><li>• Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school</li><li>• Desire to provide the best possible opportunities for every child</li><li>• Able to create and maintain supportive relationships with children staff, parents/carers and external agencies</li><li>• Patient and calm</li><li>• Organisation, time management, flexible, proactive and self-motivated</li><li>• Ability to work under pressure and prioritise effectively</li><li>• Ability and commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding, equality, diversity and inclusion</li></ul>

**Notes:**

This job description may be amended at any time in consultation with the post holder.

**Last review date:** March 2025

**Next review date:** June 2026

**Headteacher/line manager's signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Post holder's signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_