

**Person Specification**

Pupil Premium Champiom

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| CATEGORY/ITEM | **ESSENTIAL** | **DESIRABLE** | EVIDENCE |
| **The Academy**  Willing to support the Christian tradition and spiritual ethos of the school  Willing and able to contribute to and share in the corporate life of the school. | √  √ |  | AI  AI |
| **Professional Values and Practice**  Has high expectations of all students and is committed to providing support to assist pupils overcome barriers to learning and encourage raised educational achievement.  Demonstrates and promotes positive values, attitudes and behaviour.  Promotes equal opportunities | √  √  √ |  | AI  AIR  AIR |
| **Knowledge and Understanding**  Has obtained at least 5 GCSE’s or equivalent with a minimum Grade C in English and ideally Maths.  Has A level /degree in relevant subject  Has experience of working with members of the public including young people in the 11 – 19 age range.  Has an understanding and knowledge of programmes of study and is able to support the delivery of such programmes.  Is aware of pathways for progression through 14- 19 in school, college and work-based settings.  Is aware of the requirements for Key Stage 2 and Key Stage 5 and Further/Higher education.  Experience of using IT systems including Word processing and basic spread sheet operation.  Understands the responsibilities under the SEN Code of Practice.  Knows a range of strategies to promote good behaviour and a purposeful learning environment.    Differentiates to meet students' needs, including more able and those with SEN  Uses a range of monitoring and assessment strategies and uses this information to improve delivery.  Is able to maintain records to monitor student progress and achievements periodically.  Is able to Establish a purposeful learning environment where diversity is valued and where students feel secure and confident.  Takes account of different interests, experiences, achievements of boys and girls, and students from different cultural and ethnic groups | √  √  √  √  √  √ | √  √  √  √  √  √  √  √ | A  A  AIR  AI  AI  AI  AR |
| AI  AI  AI  AI  AI  AIR  AIR |
| **Skills and Abilities**  The ability to communicate, influence, persuades, motivate and engage with a wide range of children/young people, their families and carers.  Knowledge and understanding of child protection, health, safety and security, confidentiality and data protection, copyright etc.  Show a commitment to learn new skills and expand on current skill set and demonstrate a willingness to pass on knowledge and techniques to others.  Demonstrate good general interpersonal and communication skills.  Deal with conflicting demands and work flexibly | √  √  √  √  √ |  | AIR  AI  AI  AI  AI |
| **Suitability to work with children**  Enhanced DBS | √ |  | ARI |
| **Specific requirements** |  |  |  |
| Confidentiality awareness | √ |  | ARI |

A Application Form R References

I Interview T Test