

## PERSON SPECIFICATION

### Job Title: STP Support Tutor

MOA (Method of Assessment)

AF: Application Form I: Interview T: Test, task or presentation

	Essential	Desirable	MOA
<b>Qualifications and Professional Development</b>			
• Degree, (any subject)		✓	AF
• QTS		✓	AF
• A minimum Level 3 qualification relevant to the post	✓		AF
• At least a GCSE 4-9 in English and Maths, (or equivalent)	✓		AF
• Willingness to undertake further training as required	✓		AF
<b>Experience</b>			
• Experience of working with young people	✓		AF
• Experience of working with challenging young people and be able to demonstrate a commitment to their improvement		✓	T
• Experience / willingness to tutor Primary and Secondary age young people across a range of National Curriculum subjects in liaison with Teachers and Curriculum Heads		✓	I
• Experience in supporting wellbeing		✓	AF/I
• First aid experience of willingness to undergo first aid training		✓	AF/I
<b>Knowledge</b>			
• Knowledge of the legal and organisational requirements for maintaining health, safety and security of yourself and others in the learning environment		✓	AF
• Knowledge of strategies to recognise and reward efforts and achievements towards self-reliance that are appropriate to the age and development stage of the young people		✓	I/T
<b>Skills and Abilities</b>			
• Create and able to 'think differently'	✓		AF/I
• Relevant ICT technical skills and confidence	✓		AF/I
• Ability to relate well with young people, parents and other professionals with a positive mindset	✓		AF/I/T
• High level of written and oral communication skills	✓		AF/I
• Flexible with good organisational skills	✓		I
• Good interpersonal skills	✓		I
• Ability to teach literacy and numeracy skills	✓		AF/T
• Ability to work independently, use initiative and solve problems	✓		AF/T
• Ability to work cohesively in a successful team	✓		I/T



Other			
• Personal and emotional resilience	✓		AF/I/T
• A commitment to communicate and involve parents and young people in the work of the school	✓		I/T
• Ability to work within a young person’s home, sometimes set up for medical needs	✓		I
• An awareness and understanding of, and commitment to, equal opportunities and an inclusive approach to young people	✓		AF/T
• An awareness of the issues involved in the education of young people with medical conditions or SEN and / or a willingness to develop knowledge / experience in this area	✓		AF/I/T
• Driving licence and car access	✓		AF

**James Brindley is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

James Brindley Academy undertake to make any “reasonable adjustments” to a job or workplace to counteract any disadvantages a disabled person may have.

