

# BRADFORD CHRISTIAN SCHOOL

## PERSONNEL SPECIFICATION



### Job Title: DSP Primary Support Assistant

These requirements will be tested during the selection process:

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including

- Your motivation to work with children
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resilience in working with social/emotional regulation/ behavioural difficulties

**If you are short listed for interview, references will be obtained before the interview and relevant issues arising from the references will be taken up at interview.**

Attributes	Essential	Desirable	How Identified
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Willingness to participate, where necessary, in professional development training.</li> <li>• ICT literate.</li> <li>• Pass A-C or equivalent in English and Mathematics to GCSE level or equivalent.</li> <li>• Ability to use Makaton and picture exchange system or willingness to obtain required qualifications in these areas</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ 3 Early Years/Childcare/Classroom Assistant or similar specialist training – disability and/or Learning difficulties – Children/young people.</li> </ul>	Application form Letter references
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Commitment to own professional development and that of colleagues.</li> <li>• Experience of working within an educational setting with young people/children.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with students with learning difficulties or disabilities</li> <li>• Experience of working with young people/children.</li> </ul>	Application form Letter References Interview
<b>Practical / intellectual skills</b>	<ul style="list-style-type: none"> <li>• Good time management and able to work to deadlines.</li> <li>• Engage pupils in their learning.</li> <li>• Ability to work in a way that promotes the safety and wellbeing of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness and ability to contribute to whole school development.</li> </ul>	Application form Letter References Interview
<b>Disposition and Attitude</b>	<ul style="list-style-type: none"> <li>• Able to work as part of a team.</li> <li>• Able to work on own initiative.</li> <li>• Excellent organisational skills.</li> <li>• Excellent interpersonal skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to transfer a love for learning to pupils.</li> </ul>	Application form Letter References Interview

	<ul style="list-style-type: none"> <li>• Highly motivated and dedicated.</li> <li>• Ability to listen and value opinions of others.</li> <li>• Flexible, enthusiastic with a sense of humour.</li> <li>• Retain confidentiality.</li> <li>• Punctual and reliable.</li> <li>• Resilience and a positive attitude.</li> </ul>		
<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>• Should be able to allow for some out of hours working e.g. school functions, residentials, meetings, training, twilights etc.</li> <li>• Clear CRB record (DBS checked).</li> <li>• Good health and attendance record.</li> <li>• Safeguarding knowledge and awareness</li> </ul>		Application form Letter References
<b>Faith &amp; Christian Vision</b>	<ul style="list-style-type: none"> <li>• To pray, support and have fellowship with colleagues.</li> <li>• To have a personal faith and ongoing faith journey.</li> <li>• To have a desire to nurture children in their faith.</li> <li>• To desire a part in the vision and worldview of the school.</li> <li>• To lead devotions, worship and assemblies which contribute to pupil's experience and spiritual development.</li> <li>• To have a heart to teach from a Christian perspective</li> </ul>	<ul style="list-style-type: none"> <li>• To have a heart for mission and service which enables pupils to influence their communities.</li> </ul>	Application form Letter References Interview