



Elements Primary School
Creative · Unique · Innovative

Wellspring Academy Trust

Person Specification – PCSW



Criteria	Essential	Desirable	How Identified
Qualifications	Teaching qualification recognised by the DfES	Completed Prevent training	Application form Interview
Experience	Evidence of successful class based support Evidence of successful experience of: <ul style="list-style-type: none"> ▪ teaching pupils in KS1 or KS2 ▪ teaching a number of subjects of the National Curriculum. Skills in using ICT	Successful experience of: <ul style="list-style-type: none"> ● Specialist teaching in one of the core subjects ● Leading extra-curricular activities 	Application form Interview References
Specialist Knowledge	Knowledge of: National Curriculum and its assessment	Knowledge of: <ul style="list-style-type: none"> ● Special Educational Needs Code of Practice ● Principles of inclusion ● Principles of Unconditional Positive Regard 	Application form Interview
Skills and Abilities	Ability to implement and oversee the practice of our agreed school policies Ability to relate to people in the appropriate manner needed to establish good relationships with Governors, staff, parents, pupils and the wider community An excellent communicator	<ul style="list-style-type: none"> ● Other interests that will enhance the post 	Application form Interview References

Disposition/attributes	<p>Operate with the highest standards of personal/professional conduct and integrity</p> <p>Ability to communicate effectively with colleagues to ensure continuity of provision for pupils</p> <p>Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust.</p> <p>Sensitive to the needs of pupils, parents and the community</p> <p>A willingness to accept and effect change</p> <p>A positive attitude</p> <p>Good interpersonal skills</p>		<p>Application form</p> <p>Interview</p> <p>References</p>
Equal opportunity	<p>Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude</p> <p>Commitment to the Trust's Equal Opportunities Policy</p>		<p>Application form</p> <p>Interview</p>
Additional Requirements	<p>Willing to undertake training and continuous professional development in connection with the post.</p> <p>Work in accordance with the Trust's values and behaviours.</p> <p>Able to undertake any travel in connection with the post.</p> <p>Satisfactory DBS disclosure to work in an environment dealing with young people</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults</p> <p>A commitment to safeguarding and promoting welfare for all</p>	<p>Willingness to attend extra curricular activities including fundraising events, in own time.</p>	<p>Application form</p> <p>Interview</p>

