

PERSON SPECIFICATION

JOB TITLE: Instructor

Essential upon appointment	Desirable on appointment
Knowledge <ul style="list-style-type: none">• Good understanding of child/young person's development and learning processes.• Understanding of individual children and young peoples' needs.• An understanding that children/Young people have differing needs and knowledge of inclusive practice• Extensive knowledge of the specialist subject area	<ul style="list-style-type: none">• Knowledge of Behaviour Management techniques• Knowledge of Child Protection and Health & Safety legislations and procedures• Knowledge of mentoring approaches
Experience <ul style="list-style-type: none">• Experience of working in a classroom environment.• Experience of developing skills in others• Experience of working with young people or adults with challenging behaviour	<ul style="list-style-type: none">• Experience in instructing children in the specialist area
Occupational Skills <ul style="list-style-type: none">• Excellent written and verbal communication skills: able to communicate effectively with all children, young people, families and carers• Excellent interpersonal communication skills, including good listening skills• Good reading, writing and numeracy skills• Ability to work successfully in a team.• Able to exercise discretion and judgement.• Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe.• Skills to manage pupils' behaviour appropriately• Confidentiality skills• Flexibility• Excellent behaviour management skills	<ul style="list-style-type: none">• Creativity
Qualifications <ul style="list-style-type: none">• Degree level or level 5 qualification or equivalent in the specialist subject area	<ul style="list-style-type: none">• Appropriate first aid training
Other Requirements <ul style="list-style-type: none">• Enhanced DBS clearance• To be committed to the school's policies and ethos.• To be committed to Continuing Professional Development.• Motivation to work with children and young people.• Ability to form and maintain appropriate relationships and personal boundaries with children and young people.• Emotional resilience in working with challenging	

behaviours; and, attitudes to use authority and maintaining discipline <ul style="list-style-type: none"> • Ability to work outside of normal school hours to attend meetings e.g. termly meeting with parents • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post 	
Behaviours	Link

NB – Assessment criteria for recruitment will be notified separately.

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.