

Person Specification – Communication Support Worker

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job

Essential (E) – without which the candidate would be rejected

Desirable (D)

A - Application Form I – Interview

	Essential	Desirable	How identified
Experience	○ Previous experience of working with Deaf children/young people in an education setting	○ Previous work as a teaching assistant, pastoral worker or similar role in school ○ Previous work with deaf children/young people in a community setting ○ Previous experience of working with children with a disability	Application form Interview
Education and training	○ BSL Level 3 ○ NVQ 2 for Teaching Assistants or equivalent ○ English and Maths GCSE Grade C or equivalent ○ Computing skills, including email	○ BSL Level 2 ○ NVQ 2 for Teaching Assistants or equivalent ○ Universal Safeguarding training ○ First Aid qualification ○ Evidence of relevant continued professional development	Application form Certificates or qualifications
Knowledge and Skills	○ Knowledge of deafness in children and how this can impact on learning and social development ○ Able to relate to children with differing needs ○ Able to motivate and inspire others	○ Understanding of inclusion and SEND in schools ○ Knowledge of EYFS and KS1 curriculum ○ Willingness to undertake additional training	Application form Interview

	○ Able to work independently, using own initiative as well as collaboratively and under the guidance of others including Teacher of Deaf Children & Young People, Specialist SALT ○ Confidently support a child 1:1 with their learning and behaviour ○ Confidently work within and outside of a classroom setting, supporting learning, making observations and providing feedback to the teacher ○ Willing to act on advice of others ○ Willing to share expertise, experience and knowledge ○ Able to maintain confidentiality within and outside of the workplace		
Personal attributes	○ Uses own initiative ○ Self-motivated ○ Enjoys working as part of a team ○ Sense of humour ○ Patient ○ Resilient ○ Adaptable ○ Calm under pressure	○ Outgoing ○ Sociable ○ Able to quickly build relationships ○ Willing to join in with wider school life	Interview
Personal Circumstances	○ Legally entitled to work in the UK (Asylum and Immigration Act 1996) ○ No contra-indicators in personal background or criminal record indicating unsuitability to work with children (DBS check required) ○ Able to work term time without need for annual leave during these times		Application DBS Check References