



# CRESTWOOD COMMUNITY SCHOOL

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11 – 16 Mixed Comprehensive NOR 1,150  
Head Teacher: Krista Dawkins

## **Senior Support Assistants (various specialisms)** Various Grades (C, D) *Support Staff Pay Range*

We are looking to appoint a number of enthusiastic and motivated individuals to undertake senior support staff roles within our Learning Support provision from September 2019 or earlier.

As a growing school with a strong local reputation and outcomes for students with individual learning needs, we are looking to employ individuals who can play an active role in contributing to the already high standards within this area.

We particularly interested in hearing from candidates with expertise and experience in:

- provision for students with autism spectrum conditions
- social communication and language support
- social, emotional and mental health needs support.

It is expected that the responsibilities of senior support assistants differ from other CSAs roles in the following ways:

- A significant amount of work undertaken without Learning Support teacher supervision.
- Increased frequency of dialogue with parents and external agencies.
- Frequent assessment of student needs through observation, case scrutiny and diagnostic testing.
- Direct responsibility for the provision planning of named students.
- Significant dialogue with parents and external agencies.
- Line management and performance management of a number of support staff roles.
- Assisting in the delivery of professional development activities for staff.

If you would like to discuss the opportunities available at the school, we encourage prospective candidates to get in touch with our SEN Coordinator - Alex Murray - via the main telephone number above or initially by email at [alex.murray@crestwood.hants.sch.uk](mailto:alex.murray@crestwood.hants.sch.uk)

Closing date is **Thursday 28th February**, interviews will be held week beginning **Monday 4th March**

**Crestwood is committed to safeguarding children and full pre-employment checks**

**Person Specification: Lead CSAs (various specialisms)**

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>● Level 2 (i.e. A*-C) in Maths and English (GCSE or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>● Further study at further and/or higher education in courses relevant to the range of posts available</li> <li>● Accredited relevant qualification</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>● Three years experience of working with young people</li> <li>● Knowledge of different types of special educational needs</li> <li>● Evidence of knowledge and skills application to a specific role</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of more than one school setting</li> <li>● Evidence of professional development in specific areas relevant to the school</li> </ul>
Experience	<ul style="list-style-type: none"> <li>● Knowledge of secondary education</li> <li>● Knowledge of children's attitudes and how to engage them</li> <li>● Delivery of intervention programmes</li> </ul>	<ul style="list-style-type: none"> <li>● Mentoring skills</li> <li>● Ability to use academic or behavioural assessment tools to inform planning</li> <li>● Experience of contributing to the professional development of others</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>● Professionally discreet and able to respect confidentiality</li> <li>● Well-developed interpersonal skills</li> <li>● Empathy with pupils and sympathetic to their needs</li> <li>● Ability to build positive relationships with staff and students</li> </ul>	<ul style="list-style-type: none"> <li>● Understanding of principles of learning processes and in particular barriers to learning</li> </ul>