

Person Specification

Role	EAL Assistant	Last Reviewed	September 2026
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Importance of a Person Specification

When shortlisting, the below criteria will be assessed as either *Essential (E)* or *Desirable (D)*. These criteria are reviewed throughout the selection process and will be considered if there is evidence in your *Application Form (AF)*, your *Supporting Statement (SS)* or if we further our criteria seeking at the *interview stage (I)*. Your application form therefore needs to identify and provide some examples of how and why you feel you can demonstrate some or all of the criteria below.

JE	Criteria	Essential / Desirable	How Assessed
	Personal Qualities		
II2	Ability to take own initiative and prioritise own workload with little or no supervision	E	AF/SS/I
IC2	Good interpersonal skills	E	AF/SS
MC2	Good ability to maintain concentrated sensory attention including listening	E	I
	Ability to work as part of a team and on your own	E	AF
	Ability to relate to and inspire young people with English as an additional language	E	AF/I
	Knowledge & Skills		
IC2	Ability to support pupils to read, write and spell	E	AF/SS
K3	Good literacy and numeracy skills required	E	AF/SS
	Technical		
	Excellent Communication Skills	E	AF/SS/I
	Ability to deliver a programme of work/training/strategies to support child/young person with English as an additional language	D	AF/SS
	Experience		

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RP1	Experience in handling or processing information with accuracy, security and confidentiality with normal levels of care	E	AF/SS
ED3	Experience of working in a position which regularly required you to manage information in relation to safeguarding issues	E	AF/SS
	Previous learning support experience with children/young people with SEND	E	AF/SS
Qualifications			
	5 A*-C Grades GCSE including English and Maths	D	AF
	NVQ L2/L3	D	AF
Service			
	A commitment to working for the benefit of others	E	SS / I
	A commitment to working within the expectation outlined in the Catholic purpose of all job descriptions	E	SS / I