**VILLA REAL SCHOOL**

**POST OF SUPPORT ASSISTANT**

**CRITERIA AND PERSON SPECIFICATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE**  |
| APPLICATION | * Application Form
* Fully supported in references
 |  | ApplicationReferences |
| QUALIFICATIONS | * Not necessary
 | * Moving and Handling and Team Teach
* A working knowledge of communication strategies including PECS, TEACCH and Intensive Interaction
 | Application |
| EXPERIENCE | Experience of working successfully and cooperatively as part of a team within Education or Childcare Provision working and supporting a child with an SEN. | * Experience of working as part of a multi - professional team
 | ApplicationReferencesInterview |
| PROFESSIONAL DEVELOPMENT | Willingness to undertake:professional development in the education of students with PMLD, SLD, ASD and challenging behaviour |  | ApplicationInterview |
| SKILLS | Ability to:* communicate effectively in a variety of situations;
* work as part of a multi professional team
* to use initiative
* listen to and act on advice
* put into practice care and medical management plans
* Proven interpersonal skills with students with a range of disabilities
 | * Evidence of successfully working with children with SEN
 | ApplicationReferencesInterview |
| SPECIAL KNOWLEDGE | * Clear understanding of the requirements for the care, health and welfare of children and young people
* A desire to work with young people with PMLD, SLD, ASD and challenging behaviour
 | * Practical understanding of the range of behaviour, needs and abilities that pupils with SEN present
* Experience of children beyond nursery age
 | Application Interview |
| PERSONAL ATTRIBUTES | Ability to :* demonstrate enthusiasm and sensitivity whilst working with others
* show flexibility and adaptability when working
* work with parents as partners
* work creatively to meet the needs of pupils and students with a wide range of learning difficulties, disabilities, sensory, medical and physical needs and who may also display unexpected or challenging behaviour
* Proven interpersonal skills with staff
 | * Resilience
 | ReferencesInterview |