Person Specification

**Teaching Assistant Grade 3 at Burnhope Primary School**

|  | **Essential** | **Desirable** |
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| **Qualifications and Abilities** | * Good written and spoken English – GCSE grade C or equivalent
* Maths – GCSE grade C equivalent
* A teaching assistant qualification at NVQ Level 3 or equivalent
* Current experience of using ICT to support learning
 | * HLTA qualifications
* Accredited training in ASC (e.g., TEACHH approach; Behaviour Management; Writing Social Stories; Visual Communication System)
* Working knowledge of a range of software packages
* First Aid
* Team Teach or equivalent
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| **Experience** | * Recent experience of successfully working with children with complex needs including ASC who are integrated into a mainstream setting
* Experience of working with children presenting challenging behaviour
* Experience of working within both Key Stage 1 and EYFS
 | * Experience in creating highly differentiated programmes, timetables, behaviour contracts
* Use of a sensory learning environment
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| **Skills and Qualities** | * Excellent behaviour management techniques and ways of overcoming barriers to learning
* Ability to establish and maintain firm and consistent boundaries
* Creativity and imagination – ability to adapt to the needs of the child
* An excellent and engaging communicator
* Ability to build and form good working relationships with children, parents/carers colleagues and professionals
* Excellent organisational skills and ability to meet deadlines
* Ability to work on own initiative, and prioritise between conflicting demands
 | * A commitment to undertake further specialist training as required
* Willingness to be involved in extra-curricular activities
* Confident use of ICT
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| **Equal Opportunities** | * Commitment to the School’s Equal Opportunities Policy, Special Needs Code of Practice, Disability Discrimination Act, and Every Child Matters
* Commitment to the Safeguarding Practices and Procedures
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| **Disposition** | * To be interested in children as individuals and how they learn
* To display a warm and approachable demeanour
* Exhibit a flexible approach and sense of humour
* Be empathetic and sensitive to differing viewpoints
* To display a professional manner at all times, and in various contexts
* To be resilient
* To take a full and active role in the life of the whole school
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