**The Meadows Enhanced Teaching Assistant SEN Grade 6**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | Completed application form  Well-structured **supporting letter** indicating suitability for the post to include practical examples of successes within a school context and understanding of SEMH with examples to strategies designed to reduce barriers to learning.  (No longer than one sides of A4 please – approx. 500 words) |  | **Application Form**  **Reference**  **Letter** |
| **QUALIFICATIONS AND TRAINING** | NVQ Level 3 achieved 5 GCSE’s or equivalent including Maths and English, Grades A-C. Competent using ICT. | Current first aid certificate.  MIDAS certificate  A Levels /Post 16 qualifications  Degree  Driving Licence | Application Form  Certificates |
| **SAFEGUARDING** | Successful enhanced DBS Disclosure  Demonstrate a secure knowledge of child protection / safeguarding / peer on peer abuse procedures. | To have an understanding of the complex needs of young people with SEMH | Letter  DBS Certificate  Interview |
| **EXPERIENCE** | Experience of working with young people with a range of additional needs including SEMH.  Assisting with delivering programmes of learning for individuals, groups and or whole classes. | Experience of working within a school environment demonstrating high standards of classroom practice.  Knowledge / experience of interventions to support literacy and numeracy.  Knowledge / experience of therapeutic interventions.  Experience of working with parents/carers to support young people. | Application Form  Letter  Interview  Reference |
| **SKILLS, KNOWLEDGE AND APTITUDE** | Ability to establish professional relationships and to take an active role within a team.  Ability to use initiative and resolve problems as they arise  Knowledge of the National Curriculum  Good written and oral communication skills  Enthusiasm and ability to use initiative  A willingness to work co-operatively with a wide range of professionals  Willingness to undertake further appropriate training as required by Senior Management Team  Ability to work within the Local Authority and school’s policies and guidelines. | Ability to support planning and delivery for small group or individual.  A well-developed understanding of SEN and SEMH.  Evidence of using a range of strategies to promote positive behaviour. | Application Form  Letter  Interview  Reference |
| **PERSONAL ATTRIBUTES** | Approachable manner, reliable, conscientious, and articulate.  Sensitive to the needs of vulnerable children and their parents.  Commitment to achieve high standards and to continuing personal and professional development  High level of confidentiality and discretion.  Enthusiasm, drive and flexibility.  Calm and positive approach.  Have a positive attitude to change.  Have personal impact and presence.  Willingness to get involved in all aspects of school life | Willingness to further develop professional knowledge and understanding | Application Form  Letter  Interview  Reference |

Post is subject to full DBS checks to ensure safe recruitment