**Chester-Le-Street CE Primary**

**Person Specification: Teaching Assistant SEN– Grade 5**

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|  | Essential | **Desirable** |
| **Qualifications/**  **Attainments** | * A teaching assistant qualification at NVQ Level 3 or equivalent * Good literacy and numeracy skills * Minimum 4 GSCEs A\*-C including Maths and English | * A valid first aid certificate * THRIVE * Team Teach * Specific Training in autism, attachment, occupational therapy |
| **Experience** | * At least 12 months experience of working in a school * Experience of planning and evaluating learning activities * Experience of planning and evaluating learning for individuals with significant SEN needs * Experience of working with pupils who are neurodiverse | * Experience of providing one: one support * Experience of working within a SEN unit * Experience with a range of learning intervention programmes including phonics, maths and specific S&L programmes |
| **Skills, Knowledge and Aptitude** | * Ability to relate well with young children and adults * Ability to work independently with individual children, groups and whole school * Experience of a range of behaviour management strategies * Understanding of child development and the needs and characteristics of young children * Ability to manage potentially difficult conversations with parents/carers * Ability to use initiative when required * Ability to work as a member of a team * A willingness to work collaboratively with a wide range of professionals * Good communication skills – written and verbal * Use ICT effectively to support teaching and learning * Very good understanding of local and national safeguarding requirements and how these apply in all aspects of school life | * Ability to work within the LA and school’s policies and guidelines * Knowledge of national curriculum key stages and government strategies * A willingness to take on additional SEN training and qualification |
| **Personal Requirements** | * Sensitive to the needs of children and their parents/carers * Calm and positive approach * Committed to professional development * Ability to develop good working relationships with parents and staff * Sense of humour and creativity * Ability to keep accurate records, and attention to detail * Strong commitment to upholding the school’s ethos and values. * Excellent interpersonal skills both in working relationship with young pupils and in forming effective professional relationships with a wide range of contacts. | * Appreciate and support other professionals |

In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

* motivation to work with children and young people;
* ability to form and maintain appropriate relationships and personal boundaries with children and young people;
* emotional resilience in working with challenging behaviours; and
* attitudes to use of authority and maintaining discipline.

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.