**VILLA REAL SCHOOL**

**POST OF SUPPORT ASSISTANT**

**CRITERIA AND PERSON SPECIFICATION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE**  |
| APPLICATION | * Application Form
* Fully supported in references
 |  | ApplicationReferences |
| QUALIFICATIONS | * Team Teach or willingness to train immediately
* 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 SEND | * 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 SEN behavioural needs |  | ApplicationInterview |
| SKILLS | Ability to:* Use de-escalation techniques with students with complex and challenging needs
* Use the total communication approach
* Use a range of therapies to meet communication and regulation needs
* Secure basic literacy and numeracy
* Evidence of successfully working with children with SEN
* 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 working with high medical needs
 | 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 SEN behavioural needs
 | * 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 SEN behavioural needs
* Proven interpersonal skills with staff
* Resilience
* Physically fit and able to carry out moving and handling and regulation activities on a regular basis
 |  | ReferencesInterview |