**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 |  | Application  References |
| 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 | Application  References  Interview |
| PROFESSIONAL DEVELOPMENT | Willingness to undertake:  professional development in the education of students with PMLD, SLD, ASD and SEN behavioural needs |  | Application  Interview |
| 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 | Application  References  Interview |
| 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 |  | References  Interview |