**PERSON SPECIFICATION**

**POST TITLE: Teaching Assistant**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | 1. Supporting Teaching and Learning Level 3, or 2. Relevant equivalent qualification 3. Maths & English GCSE grades A-C or 4-9 (or equivalent qualification) | 1. Additional training in areas such as SEND 2. Current First Aid Certificate 3. Evidence of additional training related to Autism or associated difficulties 4. Evidence of additional training related to ADHD or associated difficulties 5. NVQ Level 3 in a relevant specialist area, e.g. Childcare, Children and Young People Learning and Development/Specialist Support for Teaching and Learning in Schools Level 3 6. TEAMTEACH training | Application form  Selection Process  Pre-employment checks |
| **Experience** | 1. Experience of working with children in a mainstream setting 2. Experience of working with individual or small groups of children in a learning environment 3. Supporting behaviour management 4. Supporting planning personalised learning activities 5. Experience of working with pupils with Special Educational Needs, specifically pupils with social communication and emotional difficulties 6. Work in partnership with teachers and other professional agencies | 1. Experience in delivering therapeutic programmes 2. Experience of meeting children’s sensory needs 3. Experience of supporting a child 1:1 4. Delivering a personalised curriculum an individual pupil | Application form  Selection Process  Pre-employment checks |
| **Skills / Knowledge** | 1. Schools policies and procedures 2. Organisational skills 3. Communication skills 4. A commitment and understanding of safeguarding issues 5. Knowledge of relevant ICT 6. Knowledge of Early Years and National Curriculum 7. Knowledge of SEND support 8. Ability to use initiative | 1. Ability to take on responsibility 2. De-escalation strategies 3. Knowledge of SEND support | Application form  Selection Process  Pre-employment checks |
| **Personal Qualities** | 1. Sensitivity to pupils’ needs 2. Ability to work flexibly as part of a team, 3. Willingness to undertake appropriate specialist training 4. Attention to detail/accuracy 5. Ability to use initiative 6. Confident 7. Patient 8. Resilient 9. Positive 10. Punctual 11. Reliable 12. Empathetic |  | Application form  Selection Process  Pre-employment checks |