



Person specification – Specialist Teaching & Learning Assistant (Inclusion)

Qualifications		
GCSE English and Maths, grade A* - C	E	Application form
Teaching Assistant NVQ qualification at Level 3 or equivalent or relevant experience	E	Application form
Specialist qualification or considerable experience in the skills, knowledge and techniques required in a specialist area	E	Application form/Interview
Experience of		
Minimum 3 years' experience of working in an educational environment as a teaching assistant or equivalent	D	Application form/Interview
Supporting students with challenging behaviour	E	Application form/ Reference/Interview
Working with guidance from an EHIC	E	Interview
Participation in appropriate school based meetings and training activities	D	Application form
Working with teaching staff and interaction with students	E	Interview
Flexible approach to tasks undertaken whilst ensuring compliance with organisational standards	E	Interview
Professional knowledge of		
A range of strategies to promote good behaviour	D	Application form/Interview
Additional educational needs	E	Application form/interview
Awareness of confidentiality issues between home and school	E	Interview
Commitment to the safeguarding of students	E	Interview
Understanding of relevant policies and codes of practice, including commitment to equal opportunity issues and statutory frameworks relevant to the role	E	Application form
Understanding of different classroom roles and responsibilities	E	Interview
Professional skills and attributes		
For communicating learning to motivating groups and those with additional needs	E	Application form/Interview
Empathy and understanding in sensitive situations whilst being able to exercise judgment and discretion in potentially complex situations	E	Interview
Efficient and effective communication maintaining confidentiality, tact and discretion	E	Reference/Interview
Well-developed interpersonal skills to be able to relate well to a wide range of people	E	Interview
Excellent organisational skills with the ability to be part of a team, use own initiative and work independently	E	Application form/Interview
Ability to provide a structured activity within a group setting, understanding the need for responsiveness and flexibility in children and young people with SEN or complex disabilities	E	Application form/Interview
Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies	E	Application form/Interview
Understanding of principles of child development and learning processes	E	Application form/Interview



Additional physical requirements could be sitting in constrained positions for prolonged periods. May have to physically intervene with children and young people who exhibit violent or aggressive behaviour. Toileting care which does include assisting with complex needs or challenging behaviour using specialist equipment. May regularly work with children and young people who have extreme behavioural issues or who are severely disabled requiring periods of physical effort such as moving and handling

E = Essential

D = Desirable