



THE HOLMEWOOD SCHOOL

PERSON SPECIFICATION: Teaching Assistant

Outlined below are the personal skills, experience and attributes that are considered to be the key criteria for the role of Teaching Assistant at THSL.

1. QUALIFICATIONS

- 2.1 Level of Literacy and Mathematics to GCSE or equivalent.
- 2.2 Willingness to gain further training or qualifications relevant to the post.
- 2.3 Evidence of professional development in areas of SEN or SpLD.

3. EXPERIENCE OF

- 3.1 Successful working experience in a SEN setting.
- 3.2 Supporting high quality teaching and learning in a classroom setting.
- 3.3 Assisting the delivery and assessment of the National Curriculum (or similar).
- 3.4 Working with a differentiated curriculum across age ranges.
- 3.5 Working from differentiated planning to meet a wide range of different SEN needs.
- 3.6 Supporting pupils in areas of social, emotional and personal learning.
- 3.7 Using a variety of assessment and reporting procedures to support pupil progress.
- 3.8 Organising classroom activities and preparing resources.
- 3.9 Working collaboratively as part of a successful team.

4. KNOWLEDGE AND UNDERSTANDING OF

- 4.1 A range of SEN difficulties and methods and ways to support this.
- 4.2 A variety of strategies to ensure pupil attainment and progress.
- 4.3 The impact of SEN on pupils' learning and social and emotional development.
- 4.4 Implementing school policies.
- 4.5 The role in the safeguarding, care and welfare of children and young people.

5. PERSONAL QUALITIES

- 5.1 The ability to work effectively as part of a team and be a team player.
- 5.2 Good interpersonal skills with the ability to relate to and motivate others.
- 5.3 Ability to foster and maintain positive relationships with colleagues, professionals and families.
- 5.4 Show a strong commitment to professional development.
- 5.5 Ability to maintain a professional attitude at all times, in all situations with a solution focused approach.
- 5.6 Punctual, reliable and trustworthy.
- 5.7 Have a creative and innovative approach and demonstrate initiative.
- 5.8 Be highly flexible and adapt quickly in times of change.
- 5.9 Confident and able to challenge and accept challenge in a professional way.

6. OTHER REQUIREMENTS

- 6.1 Motivation to work with children and young people, particularly those with SEN.
- 6.2 Ability to develop and maintain appropriate relationships and professional boundaries at all times.
- 6.3 Commitment to equalities for all.