

Person Specification Special Support Assistant

Training and Qualifications

	Essential/ Desirable	Evidence
NVQ Level 2 or equivalent – recognised child care/teaching and learning qualification	E	A/I
NVQ Level 3 or equivalent - recognised child care/teaching and learning qualification	D	A/I
GCSE qualification or equivalent in English and Maths	E	A/I

Experience

	Essential/ Desirable	Evidence
Working with small groups in a school setting	E	L
Working with nursery aged (2-4 year olds) or primary aged children (4-11 year olds), dependant on individual pupil	E	L
Working with children who exhibit challenging behaviour	E	L
Dealing with emotional situations where children may become distressed	E	L
Delivering sensory and motor skill interventions	D	L
Delivering speech and language programmes	D	L
Experience of Play Therapy	D	L
Experience of working with children who have specific difficulties such as ASD, Downs Syndrome etc.	D	L
Experience of mentoring	D	L

Professional Knowledge and Understanding

Candidates should have a good knowledge of the following areas relevant to primary aged pupils.

	Essential/ Desirable	Evidence
Pupils' educational development	E	L/I/R
Curriculum and assessment	E	L/I/R
Effective teaching and learning strategies	E	L/I/R
Strategies for behaviour management	E	L/I/R

Personal Skills and Attributes

Candidates should be able to provide evidence that they have the necessary skills and attributes for this post.

	Essential/ Desirable	Evidence
Communication Skills	E	L/I/R
Self-management and organisational skills	E	L/I/R
Self-confidence	E	L/I/R
Enthusiasm	E	L/I/R
Adaptability and flexibility	E	L/I/R
Commitment	E	L/I/R

Application Form and Letter

The form should be fully completed and free from error. A supporting statement should be included. As a church school, all candidates are required to show a commitment to the development of the Christian character of the school, regardless of their own personal faith position.

Confidential References and Reports

	Essential/ Desirable	Evidence
Positive recommendation from current employer (if applicable)	E	A/R
Satisfactory DBS clearance and proof of legal working in accordance with the Asylum and Immigration Act 1996	E	Obtained on appointment
Satisfactory health and attendance record	E	A/R

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Key

A=Application Form

L= Letter

I = Interview

R = References