



## Person Specification

<b>Experience</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Experience of working with children of relevant age in a learning environment</li><li>• Understanding and working knowledge of the principles of child development, learning styles and independent learning</li></ul> <b>Desirable</b> <ul style="list-style-type: none"><li>• Experience of managing a small team of staff</li><li>• Experience of working with pupils with specific needs, eg ASD, ADHD, SPLD and Trauma/Attachment</li></ul>
<b>Qualifications, knowledge and training requirements</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Excellent numeracy/literacy skills – equivalent to NVQ level 2 in English and Maths</li><li>• Training in relevant learning strategies, eg literacy, EAL</li></ul> <b>Desirable</b> <ul style="list-style-type: none"><li>• Meet Higher Level Teaching Assistant standards or equivalent qualification or experience</li><li>• Specialist skills/training in curriculum or learning area, eg bi-lingual, sign language, ICT</li></ul>
<b>Knowledge and skills</b>	<b>Essential</b> <ul style="list-style-type: none"><li>• Can use ICT effectively to support learning</li><li>• Full working knowledge of relevant policies/Codes of Practice 0-25 and awareness of relevant legislation, including the Children and Families Act 2010</li><li>• Working knowledge of national/foundation stage curriculum and other basic learning programmes/strategies</li><li>• Good understanding of child development and learning processes</li><li>• Understanding of statutory framework relating to teaching</li><li>• Ability to organise, lead and motivate a team</li><li>• Constantly improve own practice/knowledge through self-evaluation and learning from others</li><li>• Ability to relate well to children and adults</li><li>• Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these</li></ul>
<b>SEN</b>	TAs appointed to jobs carrying the SEN addition must be prepared to carry out duties that include: <ul style="list-style-type: none"><li>• Dealing with complex behaviour/emotional needs</li><li>• Dealing with complex physical, care and personal needs, including lifting and handling</li><li>• Support complex sensory needs</li><li>• Attend appropriate in-service training as required to address the complex needs of the pupils</li><li>• Communicate with parents/carers and other professionals around complex issues/needs</li></ul>

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|  | <ul style="list-style-type: none"><li>• Be aware that the job may require TAs to work in difficult and challenging conditions arising from anti-social, difficult behaviour or medical conditions</li><li>• Demonstrate calmness under pressure</li><li>• Flexible approach to working arrangements</li><li>• Undertake a First Aid Qualification</li></ul> |
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