



Person Specification

Experience	Essential <ul style="list-style-type: none">• Experience of working with children of relevant age in a learning environment Desirable <ul style="list-style-type: none">• Experience of working with pupils with specific needs, e.g. ASD, ADHD, SPLD and Trauma/Attachment
Qualifications, knowledge and training requirements	Essential <ul style="list-style-type: none">• Meet Higher Level Teaching Assistant standards or equivalent qualification or experience• Excellent numeracy/literacy skills – equivalent to NVQ level 2 in English and Maths• Training in relevant learning strategies, e.g. literacy, EAL Desirable <ul style="list-style-type: none">• Specialist skills/training in curriculum or learning area, e.g. bi-lingual, sign language, medical
Knowledge and skills	Essential <ul style="list-style-type: none">• Can use ICT to effectively to support learning• Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation• Working knowledge of curriculum and other basic learning programmes/strategies• Good understanding of child development and learning processes• Understanding of frameworks relating to teaching/Teaching Assistants• Ability to organise, lead and motivate a team• Constantly improve own practice/knowledge through self-evaluation and learning from others• Ability to relate well to children and adults• Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these
SEND	Teaching Assistants appointed to SEND provision must be prepared to carry out duties that include: <ul style="list-style-type: none">• Completion of relevant First Aid training• Dealing with complex behaviour/emotional needs• Dealing with complex physical, care and personal needs, including lifting and handling and medical needs• Supporting complex sensory needs• Attending appropriate in-service training as required to address the complex needs of the pupils• Communicating with families and other professionals around complex issues/needs• An awareness that the job may require Teaching Assistants to work in difficult and challenging conditions arising from anti-social, complex behaviour or medical conditions• Demonstrating calmness under pressure• Adopting a flexible approach to working arrangements