



Person Specification – Teaching Assistant (SEND)

Requirements	Essential	Desirable
Knowledge and Experience	<ul style="list-style-type: none"> • Experience of working with children • Awareness of and compliance with school procedures and policies, including child protection and safeguarding protocols • Willingness to attend further relevant training • Have a proven track record of strong and consistent behaviour management • Have experience of working closely with parents in successful home-school partnerships • Have a working knowledge of relevant and effective SEN interventions and how to support a child with SEND • Have knowledge and understanding of how children learn • Have excellent written and oral communication skills 	<ul style="list-style-type: none"> • Level 2 Teaching Assistant qualification • Understanding of the principles of child development and learning processes • Knowledge of SEND Code of Practice • Experience of working with children with additional needs • Experience of working with external agencies • Experience of working with children who have experienced social and emotional difficulties • Use of EvidenceMe or a similar package.
Skills and Qualification	<ul style="list-style-type: none"> • Must be educated to GCSE standard in English and Maths (Grades A-C or 9-5) • IT literate 	<ul style="list-style-type: none"> • Level 2 Teaching Assistant qualification • Ability to plan and deliver individualised learning programmes • High level of communication skills • Appropriate level of data protection, security and confidentiality awareness • Team Teach (or equivalent) qualification • First Aid qualification
Personal Qualities	<ul style="list-style-type: none"> • Committed and motivated • Child centred, warm, caring and nurturing personality and is able to stay calm • Warmth and openness in relationships 	<ul style="list-style-type: none"> • Willingness to assist and participate in the wider aspects of school life



	<ul style="list-style-type: none"> • Good communication skills with both adults and children • Flexibility and resourcefulness • Ability to work in a team as well as independently using initiative • Shows good interpersonal skills • Can gain the confidence of children who are challenging behaviourally or who are socially withdrawn • Enjoys learning • Has good time management and organisational skills • Is able to plan supportive programmes that are varied and interesting • Is able to keep records of involvement • Ability to show a committed, professional and loyal attitude to the school, openly modelling its aims and values 	
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What you can expect from us:

- Wonderful children who are happy and willing to learn
- Supportive colleagues that work as an effective team
- A supportive and motivated Senior Leadership Team and Governing Body
- A well-resourced school and a great working environment
- Opportunities for CPD, including peer coaching and networking
- To be welcomed as a valued member of our school community
- A personal well-being day
- Free annual flu vaccinations
- Access to confidential pastoral support (Supervision)
- Professional Growth

