



# Rumboldswyke Church of England Primary School

'Love life, Love learning, Love God's world'

## Person Specification for Inclusion Teaching Support Assistant

	Essential	Desirable	Evidence/ Sources
Qualifications	<ul style="list-style-type: none"> <li>Strong academic record including GCSE Maths and English Grade C/4 or above (or equivalent) (Please include this information in your application form)</li> <li>Basic understanding of safeguarding, child protection and equality</li> <li>Commitment to ongoing professional development</li> </ul>	<ul style="list-style-type: none"> <li>NVQ3 for Teaching Assistants (or evidence of working towards gaining such qualifications)</li> <li>Relevant Higher or Further Education qualifications</li> <li>First Aid qualification</li> <li>Training or awareness in PECS, Makaton, or communication strategies (or willingness to train)</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certificates</li> <li>Interview</li> <li>Documentation</li> </ul>
Experience and Skills	<ul style="list-style-type: none"> <li>Experience of supporting children with specific learning needs and/or barriers to learning (e.g. SEND, speech and language, SEMH, trauma, attachment, EAL)</li> <li>Experience of supporting primary school aged children</li> <li>Experience of working in a school and/or nursery context</li> <li>Excellent literacy and numeracy knowledge and skills</li> <li>Sound knowledge of guidance and requirements around safeguarding, Child Protection and equality</li> <li>Ability to support pupils' social, emotional and behavioural development</li> <li>Good IT skills</li> <li>Ability to maintain records and children's files</li> </ul>	<ul style="list-style-type: none"> <li>Experience of supporting children in EYFS &amp; KS1</li> <li>Experience supporting pupils with complex needs, including ASD or high levels of need</li> <li>Experience of working with external agencies or multi-disciplinary teams</li> <li>Running intervention programmes</li> <li>Knowledge of EYFS or KS1 assessment, curriculum and planning</li> <li>Experience of maintaining detailed pupil records and intervention tracking</li> <li>A willingness to develop own professional practice by attending relevant courses and working with others</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>Reference</li> </ul>

<p>Interpersonal skills</p>	<ul style="list-style-type: none"> <li>● Enjoy working with children and supporting their development</li> <li>● Warmth, empathy, patience and sensitivity</li> <li>● Integrity, loyalty and commitment</li> <li>● Positive, flexible and proactive attitude</li> <li>● Enthusiasm and motivation</li> <li>● Calm and consistent approach to behaviour management</li> <li>● Understands the importance of the emotional wellbeing of the child</li> <li>● Strong communication skills (verbal and written)</li> <li>● Ability to build positive relationships with pupils, staff, parents and wider community</li> <li>● Good organisation skills</li> <li>● Ability to work effectively as part of a team</li> <li>● Ability to use initiative and independently when required</li> <li>● Ability to explain and adapt instructions to meet pupils' needs</li> <li>● Understanding of the importance of emotional wellbeing</li> <li>● Commitment to confidentiality and professionalism</li> <li>● Ability to work under pressure and prioritise effectively</li> <li>● Suitability to work with children</li> </ul>	<ul style="list-style-type: none"> <li>● Skills or interests that enrich learning (e.g. sport, music, cooking, gardening, MFL)</li> <li>● Experience communicating effectively with parents/carers</li> </ul>	<ul style="list-style-type: none"> <li>● Application</li> <li>● Interview</li> <li>● Reference</li> </ul>
<p>Other</p>	<ul style="list-style-type: none"> <li>● Willingness to undertake playground/break duties</li> <li>● Willingness to attend training and develop professionally</li> </ul>	<ul style="list-style-type: none"> <li>● Willingness to run extra-curricular activities at lunch time, after school etc.</li> </ul>	<ul style="list-style-type: none"> <li>● Application</li> <li>● Interview</li> </ul>
<p>Strategic Direction &amp; Development of School</p>	<ul style="list-style-type: none"> <li>● Commitment to the aims, values and ethos of Rumboldswyke Church of England Primary School</li> <li>● Commitment to equality, diversity and inclusion</li> </ul>	<p>Understanding of inclusive education principles</p>	<ul style="list-style-type: none"> <li>● Application</li> <li>● Interview</li> </ul>