

SELWOOD ACADEMY

Person Specification

		Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • HLTA standard or equivalent accredited qualification • NVQ level 3 TA qualification • NVQ level 4 TA qualification • Thrive Qualification (with current licence to practise) • Grades A-C (9-5) English GCSE equivalent or higher 	✓ ✓ ✓ ✓	✓
Experience	<ul style="list-style-type: none"> • Experience of working in a school setting • Experience of assessing the progress of individuals, small groups and whole classes of children, including the analysis of assessment data • Experience working with children with special educational needs • Sound understanding of 'ways of being' with a child or young person • Working knowledge of Thrive online 	✓ ✓ ✓ ✓ ✓	
Personal Commitment/ Professional Competence	<ul style="list-style-type: none"> • Commitment to inclusion of pupils with social, emotional and behavioural needs • Positive promotion of the school within the community • Commitment to personal professional development • Commitment to supporting and developing learning programmes for individuals and groups of children • Have knowledge of safeguarding guidelines and practices • Attend school training sessions 	✓ ✓ ✓ ✓ ✓ ✓	
Skills and Attributes	<ul style="list-style-type: none"> • Reliability and integrity; a sense of humour and optimistic outlook • General good health and record of attendance • Self-motivation and ability to work on own initiative • Good organisational and time management • Good relationship skills with colleagues and pupils • Ability to reward achievement and use positive behaviour management techniques • Ability to build good relationships with other professionals and parents • Ability to use ICT for personal needs and with children • Ability to manage potential conflict situations 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓
Communications	<ul style="list-style-type: none"> • Ability to communicate effectively with pupils, staff and parents • Ability to work as part of a team and to lead effectively • Willingness to attend relevant meetings 	✓ ✓ ✓	