A bee on a paper

Description automatically generated with low confidence

SEND Teaching Assistant

Person Specification

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| --- | --- | --- | --- |
| **Skills and Abilities** | **Essential** | **Desirable** | **Assessed by** |
| Good behaviour management | **✓** |  | Interview and References |
| Contribute to the creation of a stimulating learning environment that motivates learners | **✓** |  | Application and References |
| Very high expectations for achievement | **✓** |  | Application, Interview and References |
| Effective contribution to planning that enables all learners to make good progress (plan, monitor and assess) | **✓** |  | Application, Interview and References |
| Effective communication and ability to form positive relationships with all stakeholders (demonstrate good communication skills both written and spoken) | **✓** |  | Application, Interview and References |
| Desire to contribute positively to the staff team (work independently and as part of a team) | **✓** |  | Application, Interview and References |
| Contribute to a range of teaching, learning and pastoral activities | **✓** |  | Application, Interview and References |
| **Knowledge** |  |  |  |
| Of child development | **✓** |  | Application and Interview |
| Of planning and assessment links | **✓** |  | Application and Interview |
| Thorough knowledge of EYFS assessment and practice | **✓** |  | Application and Interview |
| Of a range of teaching and learning styles | **✓** |  | Application and Interview |
| Awareness of policies and procedures relating to child protection, health and safety, equal opportunities and safeguarding | **✓** |  | Application and Interview |
| Confidentiality | **✓** |  | Application and Interview |

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| **Qualifications and Experience** |  |  |  |
| |  | | --- | | Hold relevant qualifications at a level equivalent to at least NVQ level 3 | |  | **✓** | Application and Interview |
| First Aid certificate |  | **✓** | Application and Interview |
| GCSE at A\* - C in English and mathematics or equivalent | **✓** |  | Application and Interview |
| Coping with Risky Behaviours training |  | **✓** | Application |
| ELSA training |  | **✓** | Application |
| Experience of working in a school, nursery, or playgroup | **✓** |  | Application and Interview |
| Experience of working with children with complex needs and challenging behaviours | **✓** |  | Application and Interview |
| Willingness and motivation to participate in any training or development required to improve skills/performance | **✓** |  | Application and Interview |
| **Personal Qualities** |  |  |  |
| Enthusiasm and positive attitude | **✓** |  | Interview |
| The ability to sustain a high level of work output | **✓** |  | Interview and References |
| Flexibility and adaptability | **✓** |  | Interview and References |
| Shows initiative | **✓** |  | Interview and References |
| Ability to think on your feet | **✓** |  | Interview |
| A solution focused attitude | **✓** |  | Interview |
| An ability to remain calm under pressure | **✓** |  | Interview |