

### Person Specification – SEND Support Staff

Category	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>A good general education including minimum GCSE Grade C or equivalent in English and Mathematics.</li> <li>Evidence of study post 16.</li> </ul>	<ul style="list-style-type: none"> <li>Educated to degree level.</li> </ul>	Application Form and Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working within a secondary school environment supporting students with learning.</li> <li>Experience and knowledge of learning strategies and adapting these to individual student's needs.</li> <li>Experience of working with a wide range of students including those with specific statements.</li> <li>Experience of the role of a Teaching Assistant and in particular classroom organisation and management.</li> <li>Experience of using ICT to advance pupils' learning, and experience of using common ICT tools for own and students' benefit.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading intervention sessions for students.</li> <li>Experience of supporting the planning and delivery of the curriculum</li> <li>Experience of differentiating learning resources to meet the needs of students.</li> <li>Experience of evaluating students' progress through a range of assessment activities</li> </ul>	Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>Willing to participate fully in all relevant training.</li> </ul>		Application Form and Interview.
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>Secure understanding of the learning process and what motivates young people in their learning.</li> <li>Ability to plan and implement individual programmes of study covering academic and social aspects of development.</li> <li>Understanding of safeguarding children and the boundaries between adults and children in a school setting.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of learning difficulties.</li> <li>Ability to understand the barriers to learning experienced by students.</li> </ul>	
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>Able to work during some school holiday periods.</li> </ul>		

<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Reliable, organised able to work effectively and innovatively.</li> <li>• Flexible and open to change for continuous improvement.</li> <li>• To be an excellent team player who effectively contributes to raising attainment and achievement within the Academy.</li> <li>• Personal emotional resilience to work with challenging behaviours and attitudes.</li> <li>• A commitment to improving own practice through observation, evaluation and discussion with colleagues A commitment to establishing a nurturing and suitably challenging learning environment to help pupils with a variety of needs reach their full potential</li> </ul>		
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• ICT literate with a desire and ability to develop new skills.</li> <li>• Effective oral and written communication skills.</li> <li>• Ability to show a calm, consistent and authoritative manner when maintaining discipline.</li> <li>• Ability to lead, co-ordinate, and evaluate the work of other Teaching Assistants</li> <li>• Ability to develop and deliver quality induction training for other Teaching Assistants.</li> <li>• Excellent communication skills.</li> </ul>		
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring Check.</li> <li>• In accordance with Keeping Children Safe in Education 2022 an online check will be carried out on all shortlisted candidates.</li> </ul>		