**Person specification**

|  |  |
| --- | --- |
| criteria | qualities |
| **Qualifications  and training** | * GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths * Level 3 or above teaching assistant qualification |
| **Experience** | * Experience working in a school environment or other educational setting * Experience working with children / young people with special educational needs and or disabilities (SEND) * Experience planning and delivering learning activities |
| **Skills and knowledge** | * Secure literacy and numeracy skills * Good organisational skills * Ability to build effective working relationships with pupils and adults * Skills and expertise in understanding the needs of all pupils * Knowledge of how to help adapt and deliver support to meet individual needs * Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils * Excellent verbal communication skills * Ability to work as part of a team and to be flexible in their approach to daily routines * Active listening skills * The ability to remain calm in stressful situations * Knowledge of guidance and requirements around safeguarding children * Good ICT skills, particularly using ICT to support learning |
| **Personal qualities** | * Enjoyment of working with children * Sensitivity and understanding, to help build good relationships with pupils * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school * Commitment to maintaining confidentiality at all times * Commitment to safeguarding pupil’s wellbeing and equality * Resilient, positive, forward looking and enthusiastic about making a difference * Capacity to inspire, motivate and challenge children and young people * A commitment to working as part of a team and contributing to a positive whole school ethos. |