**** 

**Foxwood TA3 - Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** | **Proposed****selection method\*** |
| **Experience** | * Working collaboratively with staff to support effective learning of pupils
* Developing, delivering and evaluating the impact of support programmes for students
* Working with pupils with Special Educational Needs
* Meeting behavioral needs of pupils
* Liaising with external agency partners
* Supporting the review and update of pupils EHCPs
 | \*\*\* | \*\*\* | A/I/RA/I/RA/I/RA/IA/II |
| **Qualifications** | * To be educated to at least GCSE or above in Maths and English.
* NVQ Level 2 or 3 for Teaching Assistants or equivalent qualifications

ORApproved to commence (as a minimum requirement) an approved Teaching Assistant Qualification within the first academic year following appointment* Evidence o f recent relevant further professional development
* Enhanced DBS clearance
 | \*\*\*\*\*\* |  | AAAA/IA |
| **Skills and****Knowledge** | * An awareness of the role of multi-agency working and its role in improving outcomes for pupils
* Strategies to engage and motivate students with Special Educational Needs
* An understanding of child protection and the regulations concerning safeguarding children
* How to identify personal professional development needs
* How to work with parents and other agencies to support pupil development
* The ability to record and report pupil progress
* The ability to respond to individual needs of students e.g. communication and behaviour management strategies. Using this information through evaluation to identify future learning needs
* The ability to be innovative and try new approaches to supporting pupils
* Implementing school policy
* An understanding of Health and Safety requirements
 | \*\*\*\*\*\*\*\* | \*\* | A/IA/II/RAIA/IA/IA/IA/IA |
| **Personal Qualities** | * A sound and effective communicator with pupils, parents, colleagues and other professionals
* A good listener, respecting other peoples’ points of view and an ability to engage in professional dialogue. Identifying a collective way forward and ensuring effective outcomes
* Possess good organizational skills and be reliable in fulfilling professional responsibilities
* Demonstrate professional confidence and the ability to work both independently and as a member of a team
 | \*\*\*\* |  | A/IA/IAA/I |
| **Working Practices** | * A willingness to contribute to whole school initiatives and support school improvement priorities
* A sound understanding and competency of ICT skills
 | \* | \* | AI |

A = Application I = Interview R = Reference