

Person Specification

Level 1 Teaching Assistant to support SEND complex needs

Essential Criteria	Desirable Criteria	Measured By
<p><u>Experience</u></p> <ul style="list-style-type: none"> ➤ Supporting children's learning in a school. 	<p><u>Experience</u></p> <ul style="list-style-type: none"> ➤ Previous experience supporting children with complex needs within a Primary setting. 	AF/I
<p><u>Qualifications/Training</u></p> <ul style="list-style-type: none"> ➤ Good Maths/English skills. 	<p><u>Qualifications/Training</u></p> <ul style="list-style-type: none"> ➤ First aid training as appropriate (e.g. emergency first aid course). ➤ NVQ 2 for Teaching Assistants (or demonstrate equivalent knowledge skills and experience). 	AF/I
<p><u>Knowledge/Skills</u></p> <ul style="list-style-type: none"> ➤ Understanding of relevant policies/codes of practice. ➤ Good understanding of areas of learning, e.g. Early Years Curriculum, English, maths, science, SEND. ➤ Well-developed interpersonal skills to be able to relate well to a wide range of people. ➤ Work constructively as part of a team whilst being able to demonstrate initiative. ➤ Good communication skills. ➤ Effective use of ICT to support learning. 	<p><u>Knowledge/Skills</u></p> <ul style="list-style-type: none"> ➤ Knowledge of or demonstrated skills in dealing with children diagnosed with a range of complex SEND needs e.g. Autism, Global Developmental Delay, Speech and Language needs, Occupational Therapy and Cognition and Learning needs. 	AF/I
<p><u>Behavioural Attributes</u></p> <ul style="list-style-type: none"> ➤ Child focused ➤ Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. ➤ Open, honest and an active listener. ➤ Takes responsibility and accountability. ➤ Committed to the needs of the pupils, parents and other stakeholders and challenges barriers to effective learning. ➤ Demonstrates a "can do" attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations. 	<p><u>Behavioural Attributes</u></p> <ul style="list-style-type: none"> ➤ Patience and a calm manner. ➤ Confidence in dealing with both children and parents. ➤ Ability to adapt rapidly to new situations. ➤ Ability to cope with changing needs. 	AF/I

<p>Behavioural attributes - continued</p> <ul style="list-style-type: none"> ➤ Is adaptable to change/embraces and welcomes change. ➤ Acts with pace and urgency being energetic, enthusiastic and decisive. ➤ Communicates effectively. ➤ Has the ability to learn from experiences and challenges. ➤ Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills. ➤ Commitment to developing independence in children with complex needs. 		
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AF - Application Form

I - Interview