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| **Person specification form** | | | | |
| **Job title:** SEND Teaching Assistant | | **Grade:** 5 | | |
| **Directorate:** Children and Young People | | **Post number:** | | |
| **Establishment or team: Fishwick Primary School** | | | | |
| **Requirements**  **(based on the job description)** | | | **Essential (E)**  **or**  **desirable (D)** | **To be identified by: application form (AF),**  **interview (I),**  **test (T), or**  **other (give details)** |
| **Qualifications** | | |  |  |
| \*NVQ level 2 qualification (or equivalent) | | | E | AF |
| \*Excellent numeracy and literacy skills equivalent to at least L2 Literacy and Numeracy or GCSE English & Maths (Grade C/4) | | | E | AF |
| \*In exceptional circumstances, where candidates have significant relevant experience, these qualifications may be viewed as desirable. | | |  |  |
| **Experience** | | |  |  |
| Experience of working in a relevant classroom/service environment | | | E | AF/I |
| Experience of supporting pupils with challenging behaviour | | | E | AF/I |
| Experience of supporting pupils with social and emotional difficulties | | | E | AF/I |
| Experience of working with a wide range of SEND | | | E | AF/I |
| Experience of creating learning opportunities through play. | | | D | AF/I |
| Experience of delivering small group / 1:1 work i.e. phonics | | | D | AF/I |
| **Knowledge, skills and abilities** | | |  |  |
| A proven ability to work directly with children | | | E | AF |
| Ability to work as part of a team | | | E | I |
| Knowledge and understanding of a trauma informed approach to supporting children with a range of SEMH needs. | | | E | AF/I |
| Effective communication skills both oral and written | | | E | I |
| Ability to relate well to parents/carers | | | E | AF |
| Ability to stay calm in a busy pressured environment | | | D | I |
| Organisational skills | | | E | I |
| A positive, calm and nurturing approach | | | E | I |
| Knowledge of the concept of confidentiality | | | E | I |
| First Aid Certificate | | | D | AF |
| Administrative skills | | | D | I |
| Ability to make effective use of ICT | | | D | AF |
| Flexible and dedicated approach to work | | | E | I |
| Willingness to provide personal and medical care for children | | | E | I |
| **Other** (including special requirements) | | |  |  |
| 1. Commitment to safeguarding and protecting the welfare of children and young people | | | E | I |
| 1. Commitment to equality and diversity | | | E | I |
| 1. Commitment to health and safety | | | E | I |
| 1. Commitment to attendance at work | | | E | I |
| 1. Commitment to undertake in–service development | | | E | I |
| **Prepared by:** | V. Conway | | **Date:** | 5.3.25 |
| **Note: We will always consider your references before confirming a job offer in writing**. | | | | |