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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**. |