



PERSON SPECIFICATION

Job Title: Teaching Assistant - SEN Specialism

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • Confident in literacy and numeracy skills. • A good level of general educational achievement. • Willingness to participate in a general TA induction programme. • Holds or is working towards a relevant NVQ at level 2, which includes appropriate training in specialism required in job description. 	<ul style="list-style-type: none"> • Evidence of qualifications (GCSEs, A Level, degree) in this subject area. • Qualified First Aider. • Evidence of qualifications or experience of another language other than English.
Previous experience	<ul style="list-style-type: none"> • Experience of working with children in order to improve educational outcomes, including children with special needs. 	<ul style="list-style-type: none"> • Experience of working collaboratively with a range of teaching staff to develop and share resources and teaching materials at an appropriate level for identified groups of students. • Has a minimum of 1 years experience in the relevant subject area.
Skills, knowledge and understanding	<ul style="list-style-type: none"> • Able to communicate effectively with children, parents and other staff. • Able to motivate and encourage students. • Awareness of child protection and bullying issues. • Able to use basic technology e.g. photo-copier, computer, digital camera. • Good verbal and written communications skills. • Good planning and organisational ability. • Able to demonstrate high level technical skills in the relevant specialist area (e.g. EBSD, ADHD, EAL provision) • Able to use common ICT tools for own and students' benefit. • Good knowledge and understanding of specific subject content. • Knowledge of what constitutes effective support and learning. • This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016, and therefore the ability to converse at ease with pupils/members of the public and provide advice/instruction in accurate spoken English is essential for the post. 	<ul style="list-style-type: none"> • Awareness of inclusion policy and practice in a school setting. • Ability to use and develop effective teaching and support strategies when working with individuals or small groups of identified pupils. • Knowledge of what constitutes effective monitoring of student progress. • Working understanding of current Programmes of study in the relevant subject area. • Experience working with learners for whom English is not a first language.

<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Actively enjoys working with children and has empathy with students and is sympathetic to their needs. • Suitability to work with children, including relevant CRB checks • Professionally discreet and able to respect confidentiality. • Flexible approach to tasks. • Firm, sensitive and effective approach towards student discipline. • Willing to work as part of a team. • Patient, calm and resilient. • Adaptability. • Ability to build good working relationships with a range of colleagues. • Good questioning skills. • Good observation and assessment skills. 	<ul style="list-style-type: none"> • Ability to work under pressure. • Flexibility and ability to use their own initiative. • Understanding of open-ended questioning and investigative work. • Willingness to develop knowledge of other languages besides English by undertaking relevant training
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