



KING EDWARD VI BALAAM WOOD ACADEMY

Educational excellence for our City

Person Specification

~ SEND Teaching Assistant ~

King Edward VI Balaam Wood Academy, New Street, Frankley, B45 0EU

CRITERIA	ESSENTIAL	DESIRABLE
KNOWLEDGE & EXPERIENCE	• Experience of working with children and young people (AF/I) • Experience of supporting pupils with special educational needs and disabilities (SEND), either individually or in small groups (AF/I) • Experience of supporting pupils to develop their literacy and numeracy skills (AF/I) • Experience of delivering or supporting targeted intervention programmes (AF/I) • An understanding of the needs of pupils with SEND and the importance of inclusive practice (AF/I) • An understanding of relevant academy policies, safeguarding requirements and statutory guidance (AF/I) • Experience of using ICT effectively to support learning (AF/I)	
SKILLS & ABILITIES	• A good understanding of child development and learning (AF/I)	

	• The ability to build positive and supportive relationships with pupils (I/T) • The ability to communicate effectively and professionally with pupils, colleagues, parents and carers (AF/I) • The ability to work collaboratively as part of a team while also using initiative when appropriate (AF/I) • The ability to follow guidance and implement strategies agreed by teaching staff and the SENDCO (I/T) • The ability to support positive behaviour effectively and consistently (I/T) • The ability to observe, monitor and provide appropriate feedback on pupil engagement and progress (I/T) • The ability to adapt support according to individual pupil needs (I/T)	
QUALIFICATIONS	• GCSE Grade 4/C or above (or equivalent) in English and Mathematics (AF) • Good ICT skills (AF/I)	• Relevant qualification(s), training or professional development related to supporting children and young people and/or pupils with SEND (AF)
OTHER	• A positive, flexible and solution-focused approach (AF/I) • Organised, reliable and able to manage responsibilities effectively (AF/I) • Patient, calm and kind, with a genuine commitment to supporting young people (I) • Ambitious for all pupils and committed to helping them achieve the best possible outcomes (AF/I)	

	• Collaborative in approach and committed to working positively as part of the wider academy team (AF/I) • Bold in advocating for pupils and supporting them to overcome barriers to learning (I) • Committed to safeguarding and promoting the welfare of children and young people (AF/I) • Committed to the academy's ethos, values and inclusive culture (AF/I)	
Method of Assessment (M.O.A.) Application Form (AF), Interview(I), Test or Exercise (I) September 2026		