



WILLOW TREE
Academy



Personal Specification

SEND Teaching Assistant L2

SLD support

Criteria	Essential	Desirable	Evidence
Qualifications & Training			
NVQ Level 2 for Teaching Assistants (or equivalent qualification/experience).	X		Application
Current First Aid certificate (or willingness to obtain immediately)	X		Application
Level 2 Literacy/Numeracy (GCSE Grade A*-C / 4-9 or equivalent).	X		Application
Pediatric First Aid certification.		X	Application
Specialised training in SEND/SLD (e.g., Makaton, PECS, Team Teach / Positive Behaviour Support, Epilepsy, Moving & Handling).		X	Application Interview Reference
Experience			
Experience working with children or young people in an educational, care, or support setting.	X		Application Interview Reference
Experience supporting individuals with additional needs, developmental delays, or challenging behaviors.	X		Application Interview Reference
Previous experience working specifically within an SLD, PMLD, or ASD special school or specialist provision.		X	Application Interview Reference
Experience administering personal/intimate care or using physical mobility equipment (hoists, slings).		X	Application Interview Reference
Knowledge & Understanding			
Basic understanding of child development and how severe learning difficulties impact learning and communication.	X		Application Interview Reference
Understanding of the importance of maintaining pupil dignity and privacy.	X		Application Interview Reference
Awareness of safeguarding, child protection, and health & safety regulations in a school setting.	X		Application Interview Reference
Knowledge of communication approaches (visual timetables, AAC devices).		X	Application Interview Reference
Understanding of the role of external therapists (SALT, OT, Physio) and how to implement their plans.		X	Application Interview Reference

Skills & Abilities			
Ability to provide sensitive personal and intimate care.	X		Reference
Ability to work effectively as part of a multi-disciplinary classroom team.	X		Application Interview Reference
Ability to remain calm, resilient, and patient under pressure or when faced with distressed behaviours.	X		Application Reference
Excellent communication skills, with the ability to adapt language to a child's developmental level.	X		Application Interview Reference
Ability to safely use specialised moving, handling, and sensory equipment.		X	Application Reference
Creative skills in adapting learning materials and making tactile/visual resources (e.g., Widgeit).		X	Application Reference
Personal Attributes			
High level of emotional resilience and physical stamina.	X		Application Interview Reference
Commitment to regular professional development and specialised medical/safety training.	X		Application Interview Reference
High level of vigilance and a proactive approach to safety and risk management.	X		Interview Reference
A warm, caring nature with consistent unconditional positive regard for pupils.	X		Interview Reference
A sense of humour, flexibility, and adaptability to rapidly changing classroom situations.		X	Reference