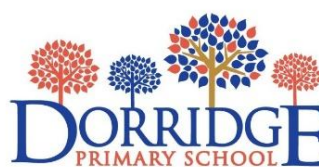


# Person Specification



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

<b>Post Title</b>	SEND Teaching and Learning Support Assistant
<b>Division</b>	Dorridge Primary School
<b>Salary Band/Range</b>	Band C
<b>Responsible to:</b>	Assistant Head Teacher with responsibility for Inclusion/ Heads of School

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Measured By</b>
<b>Education &amp; Qualifications</b>	<p>Relevant NVQ3 or equivalent qualification in early years childcare/learning/development</p> <p>A commitment to own continuing professional development</p>	<p>Additional recent, relevant professional development</p> <p>Training relating specifically to supporting children with Special Educational Needs</p>	Application Certificates

<b>Skills &amp; Abilities</b>	<p>Effective all-round communicator with good skills in spoken and written English</p> <p>Ability to work independently and as part of a team, supporting colleagues and contributing effectively</p> <p>Flexible, adaptable to change and reliable</p> <p>Commitment to creating a stimulating and effective learning environment</p> <p>Excellent interpersonal skills</p> <p>Ability to manage and organise time and resources effectively</p> <p>The ability to remain calm during periods of dysregulation</p>	<p>Computer literate</p> <p>Ability to support with writing and reviewing individual targets.</p>	Application Interview
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<b>Experience &amp; Knowledge</b>	<p>Recent experience of employment or a training placement in a school setting</p> <p>Good understanding of child development</p> <p>Knowledge of the Key Stage 1 Curriculum</p> <p>Knowledge of education policy and legislation and guidance in relation to working with, and the protection of children</p>	<p>Experience of working on a 1:1 basis to support a child with Special Educational Needs</p> <p>Knowledge and/or experience of supporting a pupil with severe learning difficulties</p> <p>Knowledge and/or experience of supporting a pupil with Autism</p> <p>Confidence using strategies to support Autistic needs</p>	Application Interview
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<b>Core Qualities</b>	<p>Respects and values children</p> <p>Warm, friendly nature, able to establish and maintain good personal relationships</p> <p>Enthusiasm, integrity and honesty</p> <p>Commitment to providing high quality education for all children</p> <p>Commitment to equal opportunities</p> <p>A commitment to inclusion and child-centred practice</p>		Application Interview
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<b>Other Requirements</b>	<p>Commitment to the protection and safeguarding children</p> <p>Commitment to work with the wider community, parents, governors and other schools</p> <p>Commitment to working within organisational procedures and processes in order to meet required standards for the role</p>	<p>A willingness to become involved in, and support, other aspects of the life of the school</p>	Application Interview
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<b>Compiled/Reviewed by</b>	Robyn Morrey
<b>Date</b>	April 2026