



Job Specification

Position: SEMH Teaching Assistant
School: The Grange Academy
Salary Scale: H4

This Governing Body and the Local Authority are committed to safeguarding and promoting the welfare of children and head teachers must ensure that the highest priority is given to following guidance and regulations to safeguard children. We are committed to safeguarding and promoting the welfare of the children and therefore each post is subject to a DBS (Disclosure and Barring service) check.

**Person Specification: SEMH Teaching Assistant – The Hive
The Grange Academy, Letchworth**

Criteria	Essential	Desirable
GCSE (or equivalent) in English and Maths		✓
Relevant Level 2 or 3 Teaching Assistant qualification		✓
Training in areas such as SEMH, de-escalation, behaviour support or trauma-informed practice		✓
First Aid and/or safeguarding training		✓
Experience working with children or young people with additional needs, especially SEMH or SEND	✓	
Experience of supporting children with EHCPs		✓
Experience delivering interventions or pastoral support	✓	
Experience of working in a school, PRU, or alternative provision setting		✓
Understanding of the challenges faced by pupils with SEMH needs	✓	

Ability to build safe, trusting relationships with vulnerable pupils	✓	
Strong interpersonal and communication skills	✓	
Ability to remain calm under pressure and respond positively to behaviour	✓	
Ability to adapt learning resources and differentiate support	✓	
Good organisational skills, including the ability to record observations and contribute to reviews	✓	
Ability to work effectively as part of a team	✓	
Empathetic, nurturing and patient approach	✓	
Flexible, creative and solution-focused mindset	✓	
High expectations for behaviour, inclusion and achievement	✓	
Commitment to safeguarding and child protection	✓	
Willingness to reflect, learn and develop professionally	✓	