

PERSON SPECIFICATION

Post Title: Teaching Assistant

Scale: Scale 4

School: Oxlow Bridge (PMLD specialist provision)

Criteria	Essential	Desirable
1. Qualifications & Training		
Good general level of education (e.g., GCSE English & Maths or equivalent).	X	
Willingness to undertake all mandatory training required by the school (e.g., safeguarding, behaviour support, manual handling, medical competencies).	X	
Willingness to undertake further relevant professional development.	X	
Level 2 or Level 3 qualification in Supporting Teaching and Learning / Childcare / SEND.		X
Training or experience in PMLD, sensory-based learning, or total communication approaches.		X
Certificates in Team Teach/PBS, manual handling, or medical needs support.		X
2. Experience		
Experience of working with children or young people in any setting.	X	
Experience of working as part of a team and following guidance from senior staff.	X	
Experience supporting pupils with profound and multiple learning difficulties (PMLD).		X
Experience assisting with personal care tasks.		X
Experience working in specialist or alternative learning environments.		X
Experience recording observations or contributing to learning evidence.		X
3. Knowledge & Skills		
Understanding of safeguarding, child protection duties, and professional boundaries.	X	



Ability to follow individual education plans, care plans, and behaviour support plans.	X	
Ability to support learning both 1:1 and in small groups.	X	
Good communication skills (spoken, non-verbal, and written).	X	
Ability to build positive and respectful relationships with pupils with complex needs.	X	
Awareness of confidentiality and data protection (GDPR)	X	
Knowledge of positive behaviour support approaches.		X
Understanding of sensory needs, alternative learning approaches, or total communication.		X
Awareness of assistive technology, specialist equipment, or adapted resources.		X
4. Personal Qualities		
Compassion, patience, and a child-centred approach.	X	
Commitment to supporting the dignity, rights, and independence of pupils.	X	
Resilience and emotional maturity when working with pupils with significant needs.	X	
Reliability, professionalism, and adherence to the school's Code of Conduct.	X	
Ability to work flexibly across the school and respond to changing needs.	X	
Willingness to be hands-on with all aspects of pupil care.	X	
5. Physical & Medical Requirements		
Physically able to carry out manual handling tasks after training.	X	
Able to support pupils with personal care tasks, including toileting and feeding.	X	
6. Responsibilities & Expectations		
Commitment to following school policies, including behaviour support and safeguarding.	X	
Willingness to administer medication and undertake medical procedures after training.	X	
Ability to maintain accurate records as directed by teaching staff.	X	



Commitment to equal opportunities and inclusive practice.	X	
7. Safeguarding Requirements		
Understanding that the role involves substantial access to children.	X	
Commitment to promoting the wellbeing and safety of pupils.	X	
Successful enhanced DBS check (required before appointment).	X	