



DISCOVERY DRIVE PRIMARY ACADEMY

Person Specification – ELSA

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

	Essential	Desirable
Qualifications and experience	<p>Qualified ELSA</p> <p>Grade 5 or above at GCSE (or equivalent qualification in) English and Maths.</p> <p>NVQ level 2 in a relevant subject, e.g. childcare for education.</p> <p>SENCo qualification or ability to obtain an Early Years Level 3 SENCo qualification during the first year at Discovery</p> <p>Proven track record of working with groups of students in a classroom environment.</p> <p>Experience of supporting children with emotional, social or behavioural needs</p>	<p>Experience of working with children with specific learning difficulties.</p> <p>Experience of working with children who have a wide variety of educational needs.</p> <p>Significant experience of working in a primary school working with small or large groups.</p> <p>Experience delivering interventions such as nurture groups, Lego therapy or mindfulness.</p> <p>Experience working with external agencies</p> <p>ELSA training or equivalent emotional wellbeing qualification</p>
Knowledge and understanding	<p>Have knowledge and understanding of:</p> <ul style="list-style-type: none"> - understanding of child development and emotional wellbeing - supporting children with Special Educational Needs; - how children learn and how to motivate them. - Inclusive practices and SEND support - Awareness of safeguarding and child protection procedures 	<p>Knowledge and understanding of trauma-informed practice</p> <p>Understanding of how children's achievements are assessed and recorded</p> <p>Knowledge and understanding of the Early Years Foundation Stage including Development Matters.</p>

Skills	Be able to: <ul style="list-style-type: none"> - work with an individual or a group; - address and resolve misunderstandings misconceptions; - teach new concepts as agreed with the class teacher; - model acceptable behaviour; - extend children's thinking skills; - suggest ways of developing learning; - encourage good social skills; - update assessments and support learning as identified in Education, Health and Care Plans and Edukey 	Be able to: <ul style="list-style-type: none"> - provide support to less experienced TAs. - contribute to and offer ideas for weekly planning based on the needs of the children they have worked with
	<ul style="list-style-type: none"> - liaise with the SENCO and outside agencies - ability to build positive, trusting relationships with children 	
Personal characteristics	Calm Confident Cooperative Empathetic Enthusiastic Flexible Able to use own initiative Creative Be able to work as part of a team Reflective and forward thinking	