



# MANOR 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.*

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and experience</b>	<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>Proven track record of working with groups of students in a classroom environment.</p> <p>Enhanced DBS</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>
<b>Knowledge and understanding</b>	<p>Have knowledge and understanding of:</p> <ul style="list-style-type: none"><li>- understanding of child development and emotional wellbeing</li><li>- supporting children with Special Educational Needs;</li><li>- how children learn and how to motivate them.</li><li>- Inclusive practices and SEND support</li><li>- Awareness of safeguarding and child protection procedures</li></ul>	<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>
<b>Skills</b>	<p>Be able to:</p> <ul style="list-style-type: none"><li>- work with an individual or a group;</li><li>- address and resolve misunderstandings misconceptions;</li><li>- teach new concepts as agreed with the class teacher;</li><li>- model acceptable behaviour;</li><li>- extend children's thinking skills;</li><li>- suggest ways of developing learning;</li><li>- encourage good social skills;</li><li>- update assessments and support learning as identified in Education, Health and Care Plans and Edukey</li></ul>	<p>Be able to:</p> <ul style="list-style-type: none"><li>- provide support to less experienced TAs.</li><li>- contribute to and offer ideas for weekly planning based on the needs of the children they have worked with</li></ul>

	<ul style="list-style-type: none"> <li>- liaise with the SENCO and outside agencies</li> <li>- ability to build positive, trusting relationships with children</li> </ul>	
<b>Personal characteristics</b>	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 Fun	