



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>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>
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	<p>Be able to:</p> <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	<p>Be able to:</p> <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 Fun	