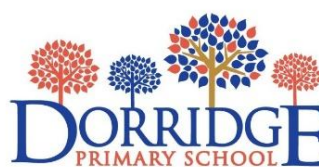


Person Specification



This school has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	SEND Teaching and Learning Support Assistant
Division	Dorridge Primary School
Salary Band/Range	Band C
Responsible to:	Assistant Head Teacher with responsibility for Inclusion/ Heads of School

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	<p>Relevant NVQ3 or equivalent qualification in early years childcare/learning/development</p> <p>A commitment to own continuing professional development</p>	<p>Additional recent, relevant professional development</p> <p>Training relating specifically to supporting children with Special Educational Needs</p>	Application Certificates

Skills & Abilities	<p>Effective all-round communicator with good skills in spoken and written English</p> <p>Ability to work independently and as part of a team, supporting colleagues and contributing effectively</p> <p>Flexible, adaptable to change and reliable</p> <p>Commitment to creating a stimulating and effective learning environment</p> <p>Excellent interpersonal skills</p> <p>Ability to manage and organise time and resources effectively</p> <p>The ability to remain calm during periods of dysregulation</p>	<p>Computer literate</p> <p>Ability to support with writing and reviewing individual targets.</p>	Application Interview
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Experience & Knowledge	<p>Recent experience of employment or a training placement in a school setting</p> <p>Good understanding of child development</p> <p>Knowledge of the Key Stage 2 Curriculum</p> <p>Knowledge of education policy and legislation and guidance in relation to working with, and the protection of children</p>	<p>Experience of working on a 1:1 basis to support a child with Special Educational Needs</p> <p>Knowledge and/or experience of supporting a pupil with SEMH needs</p> <p>Knowledge and/or experience of supporting a pupil with Autism</p> <p>Confidence using strategies to support Autistic and SEMH needs</p>	Application Interview
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Core Qualities	<p>Respects and values children</p> <p>Warm, friendly nature, able to establish and maintain good personal relationships</p> <p>Enthusiasm, integrity and honesty</p> <p>Commitment to providing high quality education for all children</p> <p>Commitment to equal opportunities</p> <p>A commitment to inclusion and child-centred practice</p>		Application Interview
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Other Requirements	<p>Commitment to the protection and safeguarding children</p> <p>Commitment to work with the wider community, parents, governors and other schools</p> <p>Commitment to working within organisational procedures and processes in order to meet required standards for the role</p>	<p>A willingness to become involved in, and support, other aspects of the life of the school</p>	Application Interview
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Compiled/Reviewed by	Robyn Morrey
Date	April 2026