

Specialist Hub of Inclusive Practice (SHIP) TA - Person Specification

Knowledge/ Experience:	Essential (x)	Desirable (x)
Experience of working in an educational setting in Early Years or Key Stage 1	x	
Experience of working in an educational setting in Key Stage 2		x
Knowledge and understanding of the SEN CoP (2014) and the Equalities Act (2018)	x	
Experience of successfully meeting the needs of students with SEND		x
Experience and knowledge of basic literacy and numeracy skills and how to develop them in students using known and successful strategies and interventions	x	
Knowledge of Education, Health and Care plans and the statutory regulations that are involved		x
Have completed or have ability to complete training in Norfolk STEPS STEP ON and STEP UP approaches	x	
Experience, knowledge and use of strategies and systems for supporting SEMH needs		x
Experience in behaviour management strategies	x	
Experience and knowledge in approaches to support and develop social skills		x
Have a clear working understanding of safeguarding protocols and procedures		x
Have an understanding of therapeutic approaches within schools		x

Aptitudes/Behaviours		
Be responsible for improving your classroom practice through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal	x	
To show compassion, care, kindness and empathy to all children at all times, especially when in crisis	x	
A clear ability to demonstrate solution focussed thinking and resilience to meet the needs of children	x	
Have a calm manner when working with pupils	x	
Be able to foster effective working relationships with a range of other professionals	x	
Be able to work under pressure	x	

Show resilience and the ability to work under pressure.		x
Proven ability to be creative		x
Have excellent interpersonal skills	x	
Have a commitment to safeguarding and welfare of children	x	
Demonstrate commitment to children and their learning and well-being	x	
Ability to build relationships	x	
Ability to be self-reflective	x	
Show ability to communicate effectively	x	
To demonstrate strong self-regulatory skills and strategies to manage your emotional responses	x	