

Person Specification – Teaching Assistant (SEND)

| | Essential | Desirable |
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| Qualifications | <p>Level 3 NVQ Teaching Assistant qualification is essential</p> <p>First-aid qualification, or willingness to complete it</p> | |
| Relevant Experience | <p>Experience working in an educational setting</p> <p>Experience working with children and young people with special educational needs and disabilities (SEND)</p> <p>Experience of planning and delivering learning activities.</p> | <p>Experience working in a Secondary setting</p> <p>Implemented strategies to maximise progress and achievement for children and young people</p> <p>Have experience of working with learners who have ASC and ADHD</p> |
| Knowledge and understanding | <p>A strong understanding and knowledge of safeguarding principles.</p> <p>Knowledge of SEND for supporting pupils with SEND</p> <p>Knowledge of how to help adapt and deliver support to meet individual needs</p> <p>Understanding of teaching and learning methods, and how to contribute to lesson planning and delivery</p> <p>Knowledge of how to help adapt and deliver support to meet individual needs</p> <p>Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils</p> <p>Familiarity with and ability to adhere to relevant academy policies, including health and safety, child protection, and equal opportunities</p> | <p>Working knowledge of a range of evidence-based interventions</p> <p>Knowledge of phonics</p> |

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| Skills and Abilities | <p>Ability to assess the needs of individual learners and accurately record and report their progress</p> <p>Ability to manage groups of children and young people, and cope with challenging behaviour.</p> <p>Good oral and written communication skills</p> <p>Time management and the ability to prioritise and manage workload effectively in a fast-paced environment</p> <p>Ability to establish positive relationships at all levels within our academy/Trust</p> <p>Ability to demonstrate active listening skills</p> <p>Ability to work under pressure, remain calm and deliver to set deadlines</p> <p>Good ICT skills, particularly using ICT to support learning</p> <p>Ability to understand and follow policies and procedures</p> <p>Demonstrate initiative</p> <p>Ability to work effectively and supportively as a member of a team</p> | <p>Have an artistic flair to create corridor and classroom displays</p> |
| Other | <p>Enhanced DBS clearance</p> <p>A willingness to undertake relevant professional development</p> <p>Flexible approach to duties</p> <p>A commitment to securing the best outcomes for all pupils, and promoting the ethos and values of the academy/Trust</p> | |