



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • GCSE English and Maths grade 4 or above (or equivalent level) • HLTA status or QTS** <p>** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class.</p>	<ul style="list-style-type: none"> • Appropriate first aid/paediatric first aid training. • Relevant NVQ level 4 or foundation degree.
Experience	<ul style="list-style-type: none"> • Recent experience of working with children of primary age, 4-11 years with SEND in an education setting. 	<ul style="list-style-type: none"> • Experience of delivering evidence-based interventions that accelerate learning. • Experience in a relevant specialism e.g., Art/History/Sport.
Skills & Knowledge	<ul style="list-style-type: none"> • Good understanding of child/young people's development and learning processes. • Understanding of individual children and young peoples' needs. • An understanding that children/young people have differing needs and knowledge of inclusive practice. • Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe. • Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers. 	<ul style="list-style-type: none"> • Knowledge of Behaviour Management techniques • Knowledge of Child Protection and Health & Safety legislations and procedures
Personal Characteristics	<ul style="list-style-type: none"> • Demonstrable interpersonal skills • Ability to work successfully in a team • Able to exercise discretion and judgement. • Confidentiality • Flexibility 	<ul style="list-style-type: none"> • Creativity • Resilience • Adaptability



Other Requirements	<ul style="list-style-type: none">• Enhanced DBS clearance.• To be committed to the school's policies and ethos.• To be committed to Continuing Professional Development.• Motivation to work with children and young people.• Ability to form and maintain appropriate relationships and personal boundaries with children and young people.• Emotional resilience in working with challenging behaviours and attitudes.• Ability to use authority and maintaining discipline.• The ability to converse at ease with stakeholders and provide advice in accurate spoken English is essential for the post.• Knowledge and compliance with policies and procedures relevant to child protection and health and safety.	
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