

Person Specification: SEND Teaching Assistant



	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Good general knowledge of English and Maths to GCSE level or equivalent. • NVQ Level 2 in a relevant subject, e.g. childcare or education. • Experience of supporting children with Special Educational Needs and Disabilities. • Experience of working with children with a range of additional needs. 	<ul style="list-style-type: none"> • Experience of working within a school Inclusion Team or SEND provision. • Experience of supporting children with speech, language and communication needs. • Experience of supporting children with social, emotional and sensory needs. • Two years' experience as a Teaching Assistant.
Knowledge and understanding	<p>Have knowledge and understanding of:</p> <ul style="list-style-type: none"> • how children develop and learn • supporting children with SEND • strategies to support communication, emotional regulation and engagement • how to support children in literacy and numeracy • how to motivate and encourage children to achieve their potential • safeguarding and promoting the welfare of children. 	<ul style="list-style-type: none"> • Knowledge and understanding of the Primary Curriculum. • Understanding of EHCPs and SEND support plans. • Understanding of how children's progress is assessed, monitored and recorded.
Skills	<p>Be able to:</p> <ul style="list-style-type: none"> • work effectively with individuals and small groups • adapt learning activities to meet pupil needs • reinforce teaching points and clarify misunderstandings • support pupils to develop independence and confidence • promote positive behaviour and social skills • support pupils with emotional regulation and engagement • monitor and record pupil progress • work collaboratively with teachers, the SENDCo and Inclusion Team • use ICT and adapted resources to support learning • contribute positively to a safe and inclusive learning environment. 	<p>Be able to:</p> <ul style="list-style-type: none"> • provide support and guidance to less experienced staff where appropriate; • contribute ideas and strategies to support pupil progress and engagement; • liaise effectively with parents, carers and external agencies where appropriate.

Personal characteristics	Calm Confident Cooperative Empathetic Enthusiastic Flexible Patient Caring Able to use own initiative Committed to inclusion and supporting pupils with additional needs	Creative Able to work effectively as part of a team Positive and reflective in approach
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The Four Cs MAT is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments involve regulated activity and are subject to an Enhanced DBS disclosure and two successful references. Online searches are carried out on all shortlisted candidates.