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**Person Specification**

**SEND Teaching Assistant**

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| **Qualifications/Experience/Personal Qualities** | **Essential** | **Desirable** | **Evidence** |
| GCSE Grade C or above in Maths and English (or equivalent) | √ |  | Certificates/Application form |
| NVQ2/3  |  | √ | Certificates/Application form |
| First Aider or willingness to undertake First Aid training | √ |  | Certificates/Application form |
| Ability to carry out teacher directed tasks, undertaking pupil interventions | √ |  | Interview |
| Experience of working with children who may have challenging behaviours | √ |  | Interview |
| Willingness to participate in development and training opportunities | √ |  | Interview |
| Experience of working with young children and their families in a multicultural environment | √ |  | Certificates/Application form |
| Experience of developing and delivering individual education programmes for children with specific needs | √ |  | Application form |
| Experience of the management and improvement of progress of students with SEND by implementing group and individualised support programmes | √ |  | Application form/ Interview |
| Experience of working with students with special needs and training in moving and handling | √ |  | Interview |
| Excellent **communication, speech and language skills**  | √ |  | Application form/ Interview |
| An ability to **inspire and motivate** pupils to learn | √ |  | Interview |
| Evidence of **high expectations** of pupils to ensure that they can reach their full educational potential | √ |  | Application form/ Interview |
| Knowledge of Treatment and Education of Autistic and Communication of children with Handicap (TEACH), Picture Exchange Communication Systems (PECS) and Makaton programmes | √ |  | Application form/ Interview |
| Has a commitment to and can demonstrate effective personalised provision to promote **equality and inclusion** in teaching | √ |  | Application form/ Interview |
| Competence in the use and application of **ICT** | √ |  | Application form/ Interview |
| Can demonstrate working effectively as a **member of a team** | √ |  | Application form/ Interview |
| Evidence of **organisational skills**; the ability to be calm under pressure (whilst maintaining a positive and professional attitude), to use own initiative and to meet deadlines | √ |  | Application form/ Interview |
| Can demonstrate a knowledge of and the importance of **safeguarding procedures** | √ |  | Interview |
| **Enthusiasm and adaptability**  | √ |  | Interview |
| Patient, resilient and compassionate | √ |  | Interview |
| Ability to communicate effectively with staff, students, parents, agencies/statutory bodies and the wider school community, and maintain good working relationships | √ |  | Interview |