



## **Person Specification: SEND Specialist Teaching Assistant**

The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job. Evidence will be assessed in **the shortlisting and interview process for this post.**

| <b>Requirements</b>                                 | <b>Essential</b>  | <b>Desirable</b>   |
|---|---|--|
| <b><i>Qualifications and Career Development</i></b> | <ul style="list-style-type: none"> <li>• 5 GCSEs grades A-C (or equivalent) including English and Maths</li> <li>• Knowledge &amp; understanding of TA or HLTA standards</li> <li>• Minimum two consecutive years' experience working in a school</li> <li>• Evidence of relevant and recent professional development</li> <li>• Competent ICT skills &amp; experience</li> </ul>   | <ul style="list-style-type: none"> <li>• Other relevant qualifications (e.g. university degree)</li> <li>• National Vocational Qualifications in Supporting Teaching and Learning</li> <li>• Grade A-C at A level in core subjects</li> </ul>              |
| <b><i>Experience, Skills &amp; Abilities</i></b>    | <ul style="list-style-type: none"> <li>• Experience of working with children and young people with special educational needs</li> <li>• Experience of using ICT for administration, assessment and for learning</li> <li>• Knowledge and experience of issues relating to safeguarding and the promotion of welfare and well-being of children and young people</li> <li>• Experience of working with parents and a range of professionals</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of planning for and teaching small groups</li> <li>• Makaton or BSL experience</li> <li>• Knowledge of assistive technology or adaptive tools</li> </ul>   |
| <b><i>Personal Qualities</i></b>                    | <ul style="list-style-type: none"> <li>• Able to take direction but prepared to take initiative when required and see jobs through independently</li> <li>• Excellent organisational and time management skills</li> <li>• The ability to be sensitive to the needs of young people and their families who may be facing life limiting illnesses</li> </ul>   | <ul style="list-style-type: none"> <li>• Confident in dealing with the unexpected, tackles challenges with energy and enthusiasm</li> <li>• Able to demonstrate creativity and imagination when adapting teaching styles to needs of the pupils</li> </ul> |
| <b><i>Relationships</i></b>                         | <ul style="list-style-type: none"> <li>• Excellent communication skills in working relationships with pupils, parents, carers and other colleagues</li> <li>• Passionate about helping young people to change and in supporting them to make positive choices</li> </ul>  | <ul style="list-style-type: none"> <li>• Leading &amp; managing other support staff</li> </ul>   |