

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • NVQ Level 3 for Teaching Assistant (or equivalent) • Very good numeracy and literacy skills 	<ul style="list-style-type: none"> • Evidence of further qualifications, training or development in SEND • HSAW First Aid certificate or equivalent
Experience	<ul style="list-style-type: none"> • Experience in a support environment relevant to the role • Familiarity with Microsoft Office 	<ul style="list-style-type: none"> • Experience of working key stages 3 &4, with individuals, small groups and classes • Working with children with additional needs
Skills and Knowledge	<ul style="list-style-type: none"> • Ability to relate well to children and adults • Ability to work as part of a team, understanding the role of other professionals working in the classroom, and to work on own initiative • Effective use of ICT to support learning • Committed to the principles of equality and diversity • Aptitude for dealing with young people in an educational setting • Empathy, understanding and discretion • Organised and attentive to detail • Ability to communicate sensitively with parents, pupils and colleagues • Excellent interpersonal skills • Flexible and willing attitude 	<ul style="list-style-type: none"> • Knowledge and understanding of KS3 and KS4 national curriculum and other relevant learning programmes • NVQ 2 in ICT qualification • Understanding of relevant codes of practice/policies and awareness of appropriate legislation

Personal Attributes	<ul style="list-style-type: none">• Empathy and emotional intelligence to recognise and be sensitive to the needs of pupils with SEND and their parents• Approachability, accessibility and flexibility - good personal presence• Resilience and the ability to manage difficult situations and have challenging conversations that lead to the best outcomes for students• Reliability• An enthusiasm for working with young people of all needs and abilities <p>A passion for education and the impact that good teaching can have on the lives of children and young people</p>	<ul style="list-style-type: none">• Evidence of continuing and recent professional development
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