

# Person Specification

## Teaching Assistant (SEN)

Criteria	Essential	Desirable
<b>Experience</b>		
Experience of working with pupils of relevant age, assisting in their development.	X	
Experience of working with pupils with additional educational needs, more able, special educational needs.	X	
Experience of working as part of a team.	X	
Experience of working with pupils of relevant age, assisting in their development.		X
<b>Qualifications</b>		
NVQ 3 for Teaching Assistants or equivalent qualification or experience	X	
NVQ 3 in relevant discipline or equivalent qualification or experience.	X	
GCSE English and Maths or equivalent e.g. Adult Literacy/Numeracy at level 1.		X
Qualifications relating to post e.g. health, children, practical skills, first aid.		X
<b>Training</b>		
Willingness to participate in development and training opportunities.	X	
Training or willingness to undertake training in the relevant learning strategies e.g. literacy and/or in particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE etc..	X	
Health and Safety training as appropriate		X
Evidence of previous personal development	X	

<b>Knowledge</b>		
An understanding of the needs of a multicultural society.	X	
An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs.	X	
Understanding of principles of child development and learning processes as appropriate.	X	
Full working knowledge of relevant polices/codes of practice and awareness of relevant legislation	X	
Working knowledge of national/foundation stage curriculum and other relevant learning programmes/strategies.	X	
Knowledge of Health and Safety requirements	X	
Knowledge of behaviour management.	X	
Knowledge of particular subject / technical area.		X
An understanding of the needs of a multicultural society.	X	
Knowledge of school procedures.		X
<b>Equality</b>		
Candidates should indicate an acceptance of and commitment to the principles underlying the Trust's Equal Rights policies and practices.	X	
<b>Disposition – adjustment/attitude</b>		
Ability to relate well to pupils and adults.	X	
Ability to work constructively as part of a team.	X	
Ability to remain calm under pressure.	X	
Demonstrate good co-operative, interpersonal and listening skills.	X	

Demonstrate a commitment to working with children of the relevant age.	X	
Ability to understand classroom roles and responsibilities and your own position within these.	X	
Good sense of humour.	X	
Flexibility and willingness to accept change.	X	
Willingness to share knowledge, expertise and experience.	X	
Ability to prioritise conflicting demands and pressures.	X	
Ability to self-evaluate learning needs and actively seek learning opportunities.	X	
Ability to work proactively and independently.	X	
Approachable, courteous and able to present a positive image of the school to callers and visitors.	X	
Maintain confidentiality in matters relating to the school, its pupils, parents and carers	X	
Ability to relate well to pupils and adults.	X	
Ability to work constructively as part of a team.	X	
<b>Practical &amp; Intellectual Skills</b>		