



St Andrew's C of E First School

Person Specification Teaching Assistant Level 1 (+SEN support)

	Essential	Desirable
<u>Knowledge & Experience</u>		
Experience of working with children	✓	
Experience of working in a school environment	✓	
Experience of working with children with behaviours that challenge		✓
Up to date understanding of Autistic spectrum disorders (ASD) including pathological demand avoidance (PDA)		✓
To understand the learning and behaviour profile of a child with ASD (PDA) and ADHD		✓
Recent up to date knowledge of local & national education		✓
<u>Skills & Abilities</u>		
Highly effective communicator with ability to relate well to pupils, parents and staff	✓	
Ability to support pupils/respond to parents through fluent and accurately spoken English	✓	
Have high expectations of all children and promote independence (as opposed to over reliance)	✓	
Enthusiasm and patience with a consistently positive outlook who enjoys spending time with young children	✓	
Passionate about learning and inclusion and supporting children effectively	✓	
Professional, competent, friendly and a dedicated, calm personality with an understanding of the sensitivity of the role	✓	
Creative and imaginative.	✓	
Reflective and willing to adapt and change practice and strategies when something is not working.	✓	
Ability to become an advocate and champion for the pupil in school to ensure they are fully included and immersed in school life.	✓	
Ability to remain calm in difficult situations	✓	
Quick learner and determined and willing to take on a challenge	✓	
To be proactive rather than reactive and able to pre-empt challenging situations	✓	
Ability to break large tasks down into much smaller tasks	✓	
To understand when to step back and when the pupil can be supported by their peers or other classroom resources to allow the pupil periods of working completely autonomously through the day	✓	
Team player with the ability to take the initiative where appropriate and be fully immersed in the life of the school	✓	
To be willing to take on new ideas and to partake in training and information sharing wherever possible, in order to support the pupil.	✓	
To be proactive, conscientious, to prepare resources and research into best practice and strategies wherever possible.	✓	
Confident, strong-willed and assertive where necessary.	✓	
An excellent attendance and punctuality record	✓	

Ability to preempt challenging behaviour and manage it effectively and implement specific strategies in agreement with class teacher, even if they break away from the normal school rules.	✓	
To have a range of positive strategies to motivate and negotiate.		✓
Ability to support a strong Church/Christian ethos		✓
To have the ability to turn small routine, transition tasks or learning into a game or a fun highly motivational activity.		✓
To be very energetic and enthusiastic.		✓
Flexibility of approach and patience.		✓
<u>Qualifications</u>		
The English fluency duty applies to this post, the postholder must have the ability to support pupils and staff and communicate with parents/carers through fluent and accurately spoken English	✓	
A commitment to safeguarding & promoting the welfare of children and young people	✓	
A willingness to undertake additional training, keep up to date with developments and changes in good practice	✓	
Awareness and adherence to relevant health & safety regulations and a commitment to equality of opportunity	✓	
GCSE English and Maths (or equivalent)	✓	
Recognised qualification e.g. NVQ level 3, B Tech, NNEB.		✓
Current First Aid Qualification		✓
Enhanced DBS check	✓	
<u>Contra Indications</u>		
Criminal convictions involving offences against children	×	
Fraud or bankruptcy	×	

Notes

*Candidates attending interview will be expected to bring evidence of their qualifications

- The job description allocates duties and responsibilities. It does not direct the particular amount of time to be spent in carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder will have regard to the needs and priorities of the school.
- The job description is not a comprehensive definition of the post and you may be required to undertake such tasks appropriate to the level of appointment as the line manager may reasonably require. It may be reviewed annually or earlier if necessary.