

Person Specification

Teaching Assistant at Blakedown CE Primary School

	Essential	Desirable	Method of Assessment
Experience:	- Has experience working with primary age pupils with ASD & speech, language and communication needs (SLCN). - Experience of supporting children with attention and listening difficulties. - Experience of 1:1 SEND support including adapting learning.	- Knowledge of learning intervention programmes. - Experience supporting pupils with unclear speech, hearing difficulties.	Application form Interview References
Education and Qualifications:	- Grade C/4 or above GCSE's in Literacy & Numeracy or equivalent. - NVQ 2 or above or the equivalent or intention to work towards one.	- First Aid trained. - Thrive trained. - Positive Handling/Team Teach. - Speech and language support programmes	Certificates
Knowledge and Understanding:	Knowledge & understanding of: - How children develop; - How to support children in literacy & numeracy; - How children learn and how to motivate them	Able to: - Have knowledge of using interventions such as Lego Therapy - Strategies to support expressive language difficulties.	Interview
Skills and Abilities:	Able to: - Work with an individual or a group; - Reinforce teaching points during teacher input; - Clear up misunderstandings and sort out misconceptions; - Adapt activities for given pupil, as agreed with the class teacher; - Model acceptable behaviour; - Discuss with children their understanding of learning objectives; - Support the emotional & physical regulation and needs of the assigned pupil; - Encourage appropriate social skills; - Work with guidance, but under limited supervision; - Liaise and communicate effectively with others; - Demonstrate effective organisational skills; - Get involved in professional development, and attend courses;	Able to: - Monitor, record and make basic assessments about individual progress; - Suggest alternative ways of helping children if they are unable to understand; - Describe, in simple terms, the process of behaviour management with children; - Identify gaps in their own experience that they need help in filling; - Demonstrate the ability to learn and adapt from past experience.	Application form References
Other Qualities:	- High levels of patience, empathy and resilience. - In sympathy with and supports the Christian ethos.	- Creative, positive & enthusiastic. - Have flexibility, sensitivity & tact.	References Interview Application form

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	▪ Commitment to safeguarding children. ▪ Understands and adheres to the need for confidentiality. ▪ Self-confidence & sense of humour. ▪ Supports the wider school community. ▪ Takes initiative. ▪ Patient and has the ability to remain calm under pressure.		
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