

GRADE 3 TEACHING ASSISTANT – SPECIALIST SUPPORT UNIT

PERSON SPECIFICATION

Attributes	Essential	Desirable	How identified
Qualifications	Grade A – C in GCSE English and Maths or equivalent Evidence of commitment to CPD	Degree related to Childhood Education or SEND	Application form
Experience	Successful experience of supporting children with SEND in an education setting	Successful experience of supporting children with cognition and learning needs in a primary school setting Training in SALT, ASD, ADHD, etc.	Application form Reference
Skills and knowledge	Ability to demonstrate good teaching skills Ability to demonstrate a good knowledge and understanding of SEND. Ability to make accurate assessments about pupil progress and report this to the teacher. Understanding of how to establish effective learning attitudes Sound knowledge of the SEN code of practice Good ICT skills	Ability to facilitate positive behaviour Ability to teach phonics. Ability to lead and be responsible for learning tasks	Application form Reference Lesson observation Practical task

Attributes	Essential	Desirable	How identified
Disposition/ Attitudes	Ability and commitment to work as part of a team. Ability to work on own initiative, including recognition of when and how to refer issues elsewhere for effective resolution. To be able to effectively communicate with a wide range of people. To be able to build rapport with people from a variety of ages, abilities and backgrounds.		Reference Interview
Practical and intellectual skills	Good inter-personal skills. Good written and verbal communication skills.		Reference Interview Practical written task
Physical and Personal Circumstances	Sufficient stamina, patience, energy and good health to cope with a demanding post. Good timekeeping.	To be flexible if asked to come in for extra hours at short notice.	Application form Interview Reference
Safeguarding	Understanding of how to promote the safety and wellbeing of children. The successful applicant will be required to undertake a criminal record check.		Application form Interview



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