

**Person Specification - Teaching Assistant**

<u>CATEGORY</u>	<u>CRITERIA</u>	<u>Essential</u>	<u>Desirable</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>• Relevant qualification in Teaching &amp; Learning or willing to study</li> <li>• Qualified in alternative communication tools such as Makaton or British Sign Language</li> </ul>		X X
<u>Experience</u>	<ul style="list-style-type: none"> <li>• Class / Learning environment based support work</li> <li>• Supporting children and/or young people with Special Educational Needs (SEN)</li> <li>• Previous Teaching Assistant role in SEN setting</li> <li>• Supporting young people with challenging behaviour</li> <li>• Specific experience with either MLD or SLD pupils</li> </ul>	X	X  X X X
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>• Up to date knowledge and understanding of KCSIE</li> <li>• Knowledge of the role and an understanding of its rewards and challenges</li> <li>• Understanding of children with SEN</li> <li>• Strategies to support managing challenging behaviour</li> <li>• Understanding of the National Curriculum framework, AIM awards and EQUALS curriculum</li> </ul>	X X X	X X
<u>Skills</u>	<ul style="list-style-type: none"> <li>• Good literacy and numeracy skills</li> <li>• Positive and effective communication skills</li> <li>• Ability to work as a team member</li> <li>• Able to use own initiative</li> <li>• Able to work under guidance of a teacher</li> <li>• Able to work in challenging circumstances</li> <li>• Knowledge of augmentative communication and alternative communication tools</li> <li>• Organising creative activities for children or young adults</li> </ul>	X X X X X X  X	X
<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>• Tolerance and patience</li> <li>• Resilient and able to work with challenging behaviours</li> <li>• A natural respect of the individuality and dignity of vulnerable young people</li> <li>• An ability to engage with and enthuse pupils to learn</li> <li>• Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and pupils</li> <li>• Willing to develop extra-curricular interests</li> </ul>	X X X X X	X