



## PERSON SPECIFICATION

### Teaching Assistant to support a pupil with social, emotional and mental health needs

**POST: Teaching Assistant**

**SCHOOL: Loudwater Combined School**

	Essential	Desirable	Evidenced by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Educational qualifications to GCSE standard or equivalent in English and Maths</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of continuing professional development</li> <li>Team Teach training</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Documentary Evidence</li> <li>Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of leading child-based learning activities</li> </ul>	<ul style="list-style-type: none"> <li>Experience of classroom support in either Key Stage 1 or 2</li> <li>A record of outstanding classroom support</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>Ability to work independently or as part of a team demonstrating initiative, tact and diplomacy</li> <li>Ability to work collaboratively and constructively as part of a highly motivated staff team understanding roles and responsibilities and your own position within these.</li> <li>Recognise that each child has specific needs that need to be nurtured and developed through careful and sensitive support and intervention and understand the pressure and requirement that this entails</li> <li>Ability to work 1 to 1 with a child on in an individual, small group or whole class environment, making accurate observations, communicating these with feedback to the teacher</li> </ul>	<ul style="list-style-type: none"> <li>A working knowledge of:               <ul style="list-style-type: none"> <li>Relevant research/publications</li> <li>County guidance relating to safeguarding, information sharing, PREVENT agenda.</li> <li>Role of external agencies (where appropriate): Speech and Language Therapists, Occupational Therapists, CAMHS</li> <li>Child development and diverse needs</li> </ul> </li> <li>Willingness to learn from colleagues and act on advice</li> <li>General understanding of national curriculum or other learning programmes and strategies about how children learn</li> <li>Ability to use own initiative to develop</li> </ul>	<ul style="list-style-type: none"> <li>References</li> <li>Interview</li> <li>Group activity</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills, particularly in relating well to children and adults</li> <li>• Ability to motivate and encourage in order to establish a supportive relationship with the child, giving praise and positive recognition to help build self-esteem</li> <li>• Ability to meet the child's needs as required whilst encouraging independence/ autonomy of the child</li> </ul>	resources in order to support small groups of children	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• An enthusiastic, can-do attitude</li> <li>• Good oral and written communication skills</li> <li>• Good listening skills</li> <li>• Ability to work independently and keep records</li> <li>• Able to organised and prioritise workloads and achieve deadlines</li> <li>• Good IT skills</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to contribute to provision maps, multi-agency provision plans or annual review reports</li> <li>• Ability to deal with challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> <li>• Specific Qualifications or experience</li> </ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• Passionate about teaching and learning</li> <li>• Displays warmth, care and sensitivity in dealing with children</li> <li>• Approachable</li> <li>• Committed</li> <li>• Enthusiastic</li> <li>• Able to motivate self and others</li> <li>• Calm under pressure</li> <li>• Well organised</li> <li>• Able to ask for help and support if needed</li> </ul>	<ul style="list-style-type: none"> <li>• A good sense of humour if all else fails!</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> <li>• Group activity</li> </ul>
<b>Special requirements</b>	<ul style="list-style-type: none"> <li>• An enhanced DBS check is essential</li> <li>• Good health and attendance record</li> <li>• Will need to satisfactorily complete a</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Documentary evidence</li> </ul>

	childcare disqualification disclosure (CDD)		
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