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 **PERSON SPECIFICATION**

**POST TITLE: Enhanced Teaching Assistant Grade 5**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | 1. Teaching Assistant qualification at NVQ Level 3 or equivalent
 | 1. Additional training in areas such as SEND
2. Current First Aid Certificate
3. Evidence of additional training related to Autism or associated difficulties
4. TEAM TEACH training
 | Application formSelection ProcessPre-employment checks |
| **Experience** | 1. Experience of supporting a child 1:1 as full-time role
2. Experience of working with children in a mainstream/specialised SEND setting
3. Experience of working with individual or small groups of children in a learning environment
4. Supporting behaviour management
5. Supporting planning personalised learning activities
6. Experience of working with pupils with Special Educational Needs, specifically pupils with social communication and emotional difficulties
7. Delivering a personalised curriculum for an individual pupil
8. Work in partnership with teachers and other professional agencies
 | 1. Experience in delivering therapeutic programmes
2. Experience of meeting children’s sensory needs
 | Application formSelection ProcessPre-employment checks |
| **Skills / Knowledge** | 1. Schools policies and procedures
2. Organisational skills
3. Communication skills
4. A commitment and understanding of safeguarding issues
5. Knowledge of relevant ICT
6. Knowledge of Early Years Framework and National Curriculum
7. Knowledge of SEND support
 | 1. Ability to take on responsibility
2. De-escalation strategies
 | Application formSelection ProcessPre-employment checks |
| **Personal Qualities** | 1. Sensitivity to pupils’ needs
2. Ability to work flexibly as part of a team,
3. Willingness to undertake appropriate specialist training
4. Attention to detail/accuracy
5. Ability to use initiative
6. Confident
7. Patient
8. Resilient
9. Positive
10. Punctual
11. Reliable
12. Empathetic
 |  | Application formSelection ProcessPre-employment checks |