

Person Specification



This authority has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

Post Title	Teaching Assistant Special Schools	Post No	
Division	Hazel Oak School		
Salary Band/Range	Band C point 8 – 14 £25,992-£28,264 (actual £19,485-£21,458)		
Responsible to:	Head Teacher		

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	Relevant NVQ Level 3 qualification such as NNEB in education/child development, or other relevant/equivalent qualification GCSE or equivalent grade C or above in English and maths		Application

Skills & Abilities	Ability to use IT effectively to support pupil learning	Knowledge of communication support tools	Application
	Ability to work flexibly between different age groups and key stages		Application & Interview
	Ability to assess individual pupils' learning and support their next steps in development.		Application & interview
	Effective interpersonal and communication skills	Makaton experience	Application & interview
	Ability to independently take small groups under the direction of the teacher		Application & interview
	Ability to work effectively under pressure		Application & interview
	Skilled in positive behaviour management and solution focused thinking		Application & interview
	Ability to work independently and as part of a team		Application & interview

	Understanding of principles of child development and the learning process		Application & interview
	Active commitment to whole school improvement		Application
	A 'can do' attitude and growth mind-set, ability to see development opportunities in change.		Interview
	Knowledge and skills in working with autism, identifying traits and related strategies of support.		Application, interview & task
Experience & Knowledge	Knowledge and application of relevant policies, codes of practice and awareness of relevant legislation	Experience in special schools and primary schools.	Application & interview
	Experience of working with children with learning difficulties across Key Stages	Knowledge of autism and how it impacts on the individual child Experience of working with parents and external agencies	Application & interview
	A practical knowledge of safeguarding children and young people.	Knowledge of mental health challenges and support strategies for young people	Application, interview & task
Core Qualities	Personal Effectiveness: makes things happen; operates with resilience, flexibility, integrity and is reflective.		Interview
	Autonomous: work independently with initiative but also as a key, interactive member of a team.		Interview
	Communication: shares and listens to information, opinions and ideas, using a range of effective approaches.		Interview
	Self Awareness: learns continuously and effectively adapts behaviour in response to feedback.		Interview
	Service Delivery: understands customer needs and responds appropriately.		Interview
Other Requirements	Commitment to safeguarding and child protection.	Child protection and safeguarding training and experience.	Interview & Task
	Ability to respond to change and challenges with positivity.		Interview
Compiled/Reviewed by	A Simms		
Date	November 2023		