**Teaching Support Assistant Specification**

|  | **Essential** | **Desirable** |
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| **Qualifications & training** | ∙Commitment to further professional development  ∙ Maths and English GCSE (A-C) | ∙Recognised appropriate  qualifications |
| **Knowledge and Experience** | ∙ Experience of working successfully and co-operating as a member of a team  ∙ Experience of working in an environment of working with children (either in a paid or unpaid capacity) | ∙Experience of working with children with SEND |
| **Skills** | ∙ Ability to supervise and support a child with SEND throughout the school day  ∙ Ability to follow a learning plan to care for the needs of a child on a 1:1 basis, following the school’s safeguarding behaviour plan procedures  ∙ Ability to be flexible and allow for change  ∙ Effective communication skills and good literacy skills  ∙ Ability to motivate and positively interact with children.  ∙ Ability to engage children in cooperative play.  React calmly and appropriately in an emergency  ∙ Ability to maintain confidentiality  ∙ Ability to show initiative | ∙ Training in different areas of SEND, including supporting children with communication and social difficulties  ∙ Experience of working with children with challenging SEN needs  ∙ Up to date safeguarding qualification  ∙Knowledge of the primary curriculum  ∙Knowledge of Essential Letter and Sounds phonics programme and ability to deliver teaching of phonics  ∙Sound knowledge of the roles and responsibilities of a TA (if experienced)  ∙Knowledge and understanding of current educational developments. |
| **Personal**  **characteristics** | ∙ Good time management  ∙ Approachable and empathetic  ∙ Organised and resourceful  ∙ Committed  ∙ Reliable  ∙ Resilient  ∙ Good role model  ∙ Good sense of humour  ∙ High expectations for all pupils  ∙ Reflective practitioner  ∙ Promote equality and challenge prejudice |  |
| **Special**  **requirements** | ∙ Able to promote and maintain good relationships  ∙ Have or be willing to undergo an Enhanced DBS  ∙ Be willing to undergo a pre employment health check |  |

This school and the Local Authority are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS Certificate is required for this post prior to commencement.