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| school logo colour**St Mary’s Infants School****SEND TA H3 Person Specification** |
| **Criteria**  | **Essential**  | **Desirable**  |
| **Qualifications**  | - GCSE C or above in Maths and English | - Additional qualifications related to special educational needs or child development. -- Level 3 qualification in Supporting Teaching and Learning or equivalent.  |
| **Experience**  | - Experience working with pupils with Special Educational Needs (SEN) in an educational setting.  | - Experience in a similar role, particularly in an infant school environment.  |
|   | - Experience in supporting pupils with medical needs, including understanding healthcare plans.  | - Experience in managing the medical needs of pupils, including administering medication as required.  |
| **Skills and Knowledge**  | - Knowledge of strategies for supporting pupils with moderate, severe, and profound learning difficulties.  | - Skills in using specialized equipment (e.g., hoists) and adapting learning activities accordingly.  |
|   | - Ability to monitor and assess pupil progress and adapt learning activities as needed.  | - Experience in planning and implementing Individual Development Plans (IDPs) or Educational Health Care Plans (EHCPs).  |
|   | - Strong communication skills for engaging with pupils, parents, and external agencies.  | - Skills in mentoring and supporting other staff members.  |
| **Personal Attributes**  | - Commitment to safeguarding and promoting the welfare of pupils.  | - A positive attitude and a sense of humor to engage pupils effectively.  |
|   | - Patience and empathy in dealing with pupils' personal and emotional needs.  | - Flexibility and adaptability to meet the varied needs of pupils.  |
| **Supervision and Teamwork**  | - Ability to work under the direction of a teacher and collaborate effectively with a professional team.  | - Experience in leading small groups or supporting the induction of new pupils.  |
| **Problem Solving**  | - Ability to handle emotionally demanding situations and respond to challenging behaviours.  | - Experience in developing and implementing behavior management strategies.  |
| **Physical Requirements**  | - Ability to perform physical tasks, including assisting pupils with personal care and mobility.  | - Experience in managing the physical needs of pupils with severe disabilities.  |
| **Working Environment**  | - Willingness to work in a classroom environment that may involve exposure to noise and other conditions.  | - Experience in outdoor educational activities or field trips.  |