

# Hillshott Infant School and Nursery

## Teaching Assistant (1:1 SEN Focused) Person Specification

Grade: H2

Requirement	Essential	Desirable
<b>Qualifications/ Training:</b>	<ul style="list-style-type: none"> <li>English and Maths GCSE (or equivalent) Grade C or above</li> <li>Good standard of written and spoken English legibly and clearly e.g. when making brief notes on children's work or updating children's records</li> </ul>	<ul style="list-style-type: none"> <li>First Aid qualification</li> <li>Safeguarding training</li> <li>Level 2 qualification or above</li> <li>Drawing &amp; Talking (or similar) qualification</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>Recent experience of working with young children in a professional setting</li> <li>Ability to work collaboratively in a busy team</li> <li>Understanding of young children's development needs</li> <li>Recent experience of working with children with SEN / challenging behaviour</li> </ul>	<ul style="list-style-type: none"> <li>Working understanding of the EYFS / KS1 Curriculum</li> <li>Phonics / maths training</li> <li>Experience of the Therapeutic Thinking behaviour model</li> </ul>
<b>Knowledge &amp; Skills:</b>	<ul style="list-style-type: none"> <li>The ability to empathise with children from all backgrounds and form positive relationships with them and their families</li> <li>Have a firm and consistent approach to managing the behaviour of pupils in line with the school behaviour policy</li> <li>Understanding of safeguarding issues</li> <li>An ability to be proactive in communicating well with colleagues and professionals</li> <li>Commitment to effective inclusive practice</li> <li>Able to use ICT at a basic level to support learners and prepare resources</li> <li>Understanding of Attachment and Trauma and relational approach to behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>Ability to create displays and resources</li> <li>Ability to assess against national curriculum statements and support other staff in record keeping</li> <li>Ability to assess against Early Years development matters statements and record observations of child initiated learning</li> <li>Knowledge of Attachment Theory</li> <li>Understanding of EHCP process and delivering provisions</li> </ul>
<b>Values &amp; Personal Attributes:</b>	<ul style="list-style-type: none"> <li>A committed team player with the ability to build and maintain solid relationships with staff and pupils</li> <li>Excellent communication and organisational skills</li> <li>Kind, calm, enthusiastic, flexible</li> <li>A creative and caring individual who is willing to go above and beyond for pupils</li> <li>A positive attitude and a sense of humour</li> <li>Hold boundaries while remaining curious and empathetic</li> <li>Commitment to personal and professional development and reflective practice</li> <li>A clear understanding of the importance of confidentiality and mutual respect</li> <li>Enjoyment of being with children</li> <li>Commitment to the job beyond the basic demands of the post</li> <li>The ability to work under pressure whilst maintaining a cheerful disposition</li> <li>Contribution to all areas of school life</li> </ul>	<ul style="list-style-type: none"> <li>Willing to be an active member of school life</li> </ul>