



Person Specification

Additional Support Needs Assistant – H3

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE or equivalent level, including at least a Grade 4 (Previously Grade C) in English and Maths. 	<ul style="list-style-type: none"> Be educated to A Level / NVQ3 standard Current First Aid qualification
Experience	<ul style="list-style-type: none"> Experience working in a school environment or other educational setting. Experience working with children with special educational needs (SEN). Experience planning and delivering learning activities. Skilled in delivering personalised learning activities and supporting behaviour management / emotional regulation. 	<ul style="list-style-type: none"> Experience participating in planning and evaluation of learning activities providing feedback to Teacher, SENCO and external agencies. Experience of implementing Therapeutic Thinking.
Knowledge & Skills	<ul style="list-style-type: none"> Good literacy and numeracy skills. Good organisational skills. Ability to build effective working relationships with pupils and adults. Skills and expertise in understanding the needs of all pupils. Knowledge of how to help adapt and deliver support to meet individual needs. Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting Teachers and pupils. Excellent verbal communication skills. Ability to work as part of a team and to be flexible in their approach to daily routines. Active listening skills. The ability to remain calm in stressful situations. Knowledge of guidance and requirements around safeguarding children. Good ICT skills, particularly 	<ul style="list-style-type: none"> Knowledge / experience of using Makaton or alternative communication. Knowledge of SCERTS (Social Communication, Emotional Regulation, Transactional Support).

	using ICT to support learning.	
Personal Characteristics	<ul style="list-style-type: none"> • Enjoyment of working with children. • Sensitivity and understanding, to help build good relationships with pupils. • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school. • Commitment to maintaining confidentiality at all times. • Commitment to safeguarding pupil's wellbeing and equality. • Resilient, positive, forward looking and enthusiastic about making a difference. • Capacity to inspire, motivate and challenge children and young people. 	