



Person Specification: 1:1 Special Educational Needs and Disabilities (SEND) Support Assistant

Criteria	Essential	Desirable	Assessed Via
Experience			
Experience of working with children or young people with SEND, learning differences, or complex needs in an educational setting.	✓		Application / Interview
Experience of implementing targeted interventions to support academic, social, or emotional progress.	✓		Application / Interview
Education & Qualifications			
Relevant Level 2 or Level 3 qualification in Supporting Teaching and Learning (or equivalent childcare/education qualification).		✓	Application
Relevant safeguarding training or willingness to undertake it prior to appointment.	✓		Application / Certificates
Knowledge & Understanding			
Understanding of the role of an Education, Health and Care Plan (EHCP) and how to support targets within it.		✓	Application / Interview

Criteria	Essential	Desirable	Assessed Via
Knowledge of strategies to promote child independence and avoid learned helplessness.	✓		Interview
Understanding of positive behaviour management techniques and emotional regulation strategies.	✓		Application / Interview
Basic awareness of inclusive teaching practices, adaptive learning, and accessibility.	✓		Interview
Skills & Abilities			
Ability to adapt teaching styles, resources, and communication approaches flexibly to suit individual needs.	✓		Application / Interview / Task
Excellent communication skills, both written and verbal, for effective liaison with children, colleagues, and parents/carers.	✓		Application / Interview
Ability to maintain accurate, objective daily records of progress, behaviour, and interventions.	✓		Application / Interview
Strong personal initiative and the ability to work effectively both independently and as part of a wider multi-professional team.	✓		Interview
Personal Qualities			
Patience, resilience, empathy, and a nurturing, consistent approach to supporting children.	✓		Interview
A calm, professional, and positive demeanor when handling challenging situations or changes in routine.	✓		Interview

Criteria	Essential	Desirable	Assessed Via
Willingness to undertake further professional development and training relevant to the specific needs of the child.	✓		Interview
Safeguarding & Suitability			
Unwavering commitment to the highest standards of safeguarding, child protection, equality, and confidentiality.	✓		Application / Interview
Satisfactory enhanced Disclosure and Barring Service (DBS) clearance and pre-employment checks.	✓		Pre-employment Screening