**PERSON SPECIFICATION**

POST: **SEN** **Teaching Assistant**

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| Essential | Desirable |
| **Professional Qualifications and Training** |  |
| GCSE English and maths at Grade C or above (or equivalent) |  |
| Good spoken English |  |
| **Knowledge and Experience** |  |
|  | Experience of working in the Early Years Foundation Stage |
|  | Experience of successfully meeting the needs of children with SEND in a mixed ability class |
|  | Experience of working with children with autism |
| Willingness to work within the school’s policies and procedures, including those related to behaviour, Health and Safety and Safeguarding | Understanding of safeguarding procedures in schools |
| **Professional Values** |  |
| Commitment to the inclusion of all children in the class and school environment. |  |
| Commitment to setting high expectations for all pupils and to raising educational achievement. |  |
| Commitment to the involvement of parents in their children’s learning. | Experience of working closely with families. |
| **Skills and Abilities** |  |
| Ability to inspire, lead and motivate children  |  |
| Good communication skills at all levels with parents, children, staff and other professionals |  |
| Ability to establish and maintain excellent professional relationships with pupils, parents and colleagues |  |
| Ability to work on own initiative |  |
| Good organisational and time management skills, including time keeping and reliability |  |
| Confidence in use of basic ICT |  |
| High expectations of children’s learning and behaviour |  |
| **Personal Qualities** |  |
| Positive, caring attitude and a desire to boost children’s sense of belonging, happiness and well-being |  |
| Ability to manage behaviour within our school policy and ethos (training will be given) | Experience of following the Hertfordshire Steps therapeutic behaviour management approach |
| Excellent standards of professional conduct |  |
| Enthusiasm and sense of humour |  |
| Ability to take initiative and work independently |  |
| Ability to work cooperatively as part of a team |  |
| Ability to maintain confidentiality |  |
| Flexibility, including a willingness to support at school events outside of normal hours |  |
| Reflective about own practice and willingness to undergo appropriate training |  |
| Hardworking, with a sense of commitment to the job and to the school |  |
| Commitment to equal opportunities |  |
| Supportive of the Christian ethos of the school and willing to contribute to the community spirit in our school family |  |