

**Howe Dell Primary School**  
**1:1 Special Educational Needs Teaching Assistant**  
**Personal Specification**

<b><u>Essential</u></b>	<b><u>Desirable</u></b>
<b><u>Professional Qualifications and Training</u></b>	
Good written and spoken English	
<b><u>Knowledge and Experience</u></b>	
Willingness to work within the school's policies and procedures, including those related to behaviour, Health and Safety and Safeguarding	Experience of working in a primary school setting.
	Experience of working with children with additional needs
	Experience of working with children with complex needs such as Downs Syndrome.
<b><u>Professional Values</u></b>	
Commitment to setting high expectations for all pupils and to raising educational achievement	
Dedication and commitment to ensuring the best outcomes for a child with complex Special Educational Needs.	
Commitment to the schools ethos and to the inclusion of all children in the school environment.	
Commitment to safeguarding all children in the school community	
<b><u>Skills and Abilities</u></b>	
Confidence to take responsibility for behaviour management of an individual child with complex needs.	Experience of following Herts Steps therapeutic behaviour system
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 the use of basic ICT	
Confidence in the use of basic record keeping	
Ability to manage behaviour within our school policy and ethos (training will be provided)	Experience of working with children with social or emotional needs.
Ability to inspire, lead and motivate an individual child with complex needs.	
<b><u>Personal Qualities</u></b>	
Positive, caring attitude and a desire to boost children's sense of belonging, happiness and well-being	
Excellent standards of professional conduct	
Empathetic and compassionate	
Ability to take initiative	
Ability to work co-operatively as part of a team	
Ability to maintain confidentiality	
Reflective about own practice and willingness to undergo appropriate training	
Hardworking, with a sense of commitment to the job and to the school	
Resilient and adaptable	
Commitment to equal opportunities	
Supportive of the school ethos and willing to contribute to the community spirit of our school team.	