

## Chaddesley Corbett Endowed Primary School

### PERSON SPECIFICATION

TEACHING ASSISTANT within a team in the Autism Resource Centre			
Area:	Essential:	Desirable:	How assessed:
<b>QUALIFICATIONS AND TRAINING</b>	<ul style="list-style-type: none"> <li>• Good general education and Maths and English GCSE.</li> <li>• NVQ Level 2 or equivalent in supporting children's learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Team-Teach qualification would be beneficial.</li> <li>• First aid qualifications.</li> <li>• Other recognised training or qualifications in a relevant area of SEN.</li> </ul>	<ul style="list-style-type: none"> <li>• Certificates</li> <li>• Application form</li> <li>• Interview</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of working within a primary/first school early years setting.</li> <li>• Working knowledge of the Primary curriculum.</li> <li>• Practical experience of positive behaviour management strategies.</li> <li>• Experience of active involvement in planning learning activities to reflect individual needs and interests.</li> <li>• Experience of working in a team.</li> <li>• Demonstrable experience of working in an educational establishment directly with children with Autism Spectrum Disorder and other complex needs</li> <li>• Experience of working with children who have Special Educational Needs, using alternative approaches to deliver and monitor individual progress.</li> </ul>	<ul style="list-style-type: none"> <li>• At least 3 years (full time equivalent) school based experience supporting learning.</li> <li>• Demonstrable experience of working with other specialist support agencies.</li> <li>• Knowledge of the SEN Code of Practice (revised 2014).</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"> <li>• Proven ability to work on own initiative and under supervision.</li> <li>• Skills in effective communication, both written and oral.</li> <li>• Effective organisation and time management skills.</li> <li>• Ability to be self-motivated, enthusiastic and resourceful.</li> <li>• Ability to work in partnership with children and carers.</li> <li>• Ability to work as an effective team member.</li> <li>• Ability to tune in to individual needs and empathise.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work in partnership in a multi-agency discipline.</li> <li>• Basic Information Technology skills and willingness to further development.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to respond flexibly but within boundaries that maintain a consistent use of language and support strategies.</li> <li>• Be open to learning about alternative and innovative approaches to best meet individual children's needs</li> </ul>		
<b>OTHER FACTORS</b>	<ul style="list-style-type: none"> <li>• To have a positive outlook, sense of humour and sense of responsibility.</li> <li>• A proven commitment to inclusive education and equal opportunities.</li> <li>• A commitment to maintain personal and professional development.</li> <li>• Willingness to work flexibly, as may be reasonably required.</li> <li>• Subject to DBS clearance, two references, online checks, a good health record.</li> <li>• Resilience and understanding when working with complex children and their families.</li> </ul>	<ul style="list-style-type: none"> <li>• A proven commitment to work in partnership with all those involved with the learner.</li> </ul>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>