



Primary School
SEN Support Assistant 1:1 (Scale 2 (scale points 11 – 13))
Person Specification

| | Essential | Desirable | How identified |
|--|---|--|--|
| 1. Knowledge and skills (including any relevant or required qualifications) | <p>NVQ Level 2 or equivalent qualification</p> <p>Good ICT skills in supporting learning</p> <p>Good understanding of child development</p> <p>Ability to relate well with children and adults</p> <p>Ability to work with pupils with challenging behaviour</p> <p>Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles</p> <p>Good numeracy, literacy and communication skills</p> <p>Knowledge of first aid – First Aid Certificate</p> <p>Knowledge of relevant policies/codes of practice and awareness of relevant legislation e.g. child protection</p> | <p>IT qualification</p> <p>General understanding of the curriculum and other basic learning programmes/strategies</p> <p>GCSEs in English and Mathematics (grade C or above) or equivalent</p> | <p>Application Form</p> <p>Interview Task</p> |
| 2. Personal Development and Additional Learning | <p>Shows commitment to own self development</p> <p>Willing to participate in further training and development activities</p> | | <p>Application Form</p> <p>Interview</p> <p>References</p> |

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|-------------------------|---|--|--|
| 3. Experience | <p>Experience of working with children of a relevant age.</p> <p>Experience of working within a team.</p> <p>Previous work in a school environment.</p> | <p>Ability to work one to one with pupils</p> <p>Experience of working with disadvantaged or pupils with learning difficulties.</p> <p>Experience of developing activities to engage pupils learning</p> | <p>Application Form</p> <p>Selection Process</p> |
| 4. Initiative | <p>Able to receive instructions and guidance</p> <p>Open-minded and flexible</p> <p>Ability to work under pressure</p> | | <p>Application Form</p> <p>Selection Process</p> <p>References</p> |
| 5. Circumstances | <p>Understands the importance of confidentiality and work in a discreet manner where appropriate.</p> <p>Is able to relate to children and adults.</p> | <p>Positive attitude to working with children and adults (e.g. parents, carers)</p> | <p>Application form</p> <p>Interview</p> |