

Person Specification – Teaching Assistant Grade 4

Attributes	Essential	Desirable
Qualifications	Relevant qualification at NVQ Level 3 or equivalent (e.g. NNEB, BTEC, GNVQ, Child Care) or currently working towards this qualification Willingness to undertake training in order to address specific medical/physical needs of pupils (i.e. gastrostomies, midazolam, moving & handling etc.) eg administration of medication and first aid.	Recent and relevant training. Willingness to gain MIDAS certificate to drive school mini-bus.
Experience	Experience of working with pupils who have an Education Health Care Plan, within an educational setting.	Experience of working with pupils on 1:1 basis and in small groups Experience of leading a class
Professional Development	Commitment to further develop own professional skills	Recent and relevant training for working with pupils with SEND including visual and hearing impairment. Willingness to undertake training in order to address specific medical/physical needs of pupils.
Skills and Knowledge	Understanding and knowledge of pupils with special educational needs. A clear vision of the needs of pupils with special needs. Ability to relate well with pupils and adults. Ability to work independently with individual pupils, small groups and whole class. Ability to work effectively as an individual and member of a team. Ability to use initiative when required. Willingness to work co-operatively with a wide range of professionals. Good IT skills Good communication skills – written and verbal.	Experience of working with communication strategies with pupils Good Knowledge and skills on how to support pupils with hearing and visual impairment Experience of working with other professionals Understanding the effects of childhood trauma and adversity Empathy for trauma and adversity children may encounter Knowledge and understanding of PECS and Zones of Regulation
Personal Qualities	Sensitive to the needs of pupils, their parents/carers and colleagues. Flexibility and adaptability to change.	

	Willingness to work across the 2-19 age range. Calm and positive approach. Patient and resilient	
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