

The Oldershaw School

Employee Specification Form

Post Number	
Job Title	Teaching Assistant
Department	The Learning Centre (SEND)
Prepared by and date	SENDCO 2023

Important - Study "Explanatory Notes" printed overleaf before completing form

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications <ul style="list-style-type: none"> 5 A*-C GCSEs (or equivalent) including English and Mathematics . 	A	<ul style="list-style-type: none"> Any additional qualifications relevant to supporting learning and teaching including further and higher education. Commitment and evidence of relevant CPD training qualifications. 	A A/R
Experience <ul style="list-style-type: none"> Experience of supporting children with special educational needs in a school setting. 	A	<ul style="list-style-type: none"> Experience of supporting children with a range of special educational needs including ASC (Autistic Spectrum Condition), ADHD, SPLD, MLD and SEMH. Experience as working as a 'keyworker' for a group of children, including liaison with parents / carers and teaching staff. 	A/I/R
Knowledge and Skills <ul style="list-style-type: none"> Knowledge and general understanding of special educational needs and their impact inside and outside the classroom. Ability to plan and deliver effective and creative interventions that maximise engagement of learners. Ability to develop positive relationships built on respect and kindness with children with SEND. 	A/I/R I/R I/R	<ul style="list-style-type: none"> Understanding of specific additional needs e.g. ADHD, ASC, their impact in the classroom and support strategies that can be implemented. Understanding of safeguarding strategies for children and young people across school. 	A/I/ A/I/R
Special Requirements <ul style="list-style-type: none"> Resilient and positive team player with a sense of humour and the ability to develop excellent relationships with pupils and staff. A commitment to addressing any whole school initiatives through support for children with SEND. Excellent punctuality and attendance. 	A/I/R I/R R	<ul style="list-style-type: none"> Commitment to an inclusive ethos and student-centred approach. Highly organised, practical thinker with the ability to problem solve with initiative. 	A/I/R A/I/R