School/College: **The Holme Primary School**

Job Title: **Special Needs Teaching Assistant**

Grade: **Grade B (GST) £22,599.00 (FTE)**

**PERSONNEL SPECIFICATION**

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|  | **Essential** | **Desirable** | **How assessed** |
| **Qualifications**  NVQ 3, Paediatric First Aid  GCSE or O Level English and Maths at grade C or above or equivalent | 🗸 | 🗸 | Application/ Documentation |
| **Experience**  Experience of working with children with Special Needs | 🗸 |  | Application/ References |
| **Experience**  Experience of working with children with Autism  Experience delivering interventions to support communication and interaction | 🗸 | 🗸 | Application/ References |
| **Knowledge**  An empathy with and an understanding of children in the age range concerned.  An understanding of key factors to ensure the safeguarding and wellbeing of all pupils.  An understanding of the needs of SEND pupils and how to support them to access the curriculum | 🗸  🗸  🗸 |  | Application/ Interview |
| **Skills/Attributes**  Ability to work well as a team member and on own initiative.  Ability to use ICT to support learning and assessment.  Good interpersonal communication skills. | 🗸  🗸 | 🗸 | Application/ Interview |
| **General circumstances**  Attendance – evidence of regular attendance at work.  An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations. | 🗸  🗸 |  | Application/ References/  Medical form  Application/ Interview |
| **Factors not already covered**  Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Disability Discrimination Act 1995. | 🗸 |  | Medical form |

App = Application Form Int = Interview Med = Medical Questionnaire Doc = Documentary Evidence (E.g., Certificates)