



# St Mary's C of E (Aided) Primary School, Pulborough

## SEND Teaching Assistant – Personal Specification

### ‘A Christ-centred school with a child-centred curriculum’

| CRITERIA                           | QUALITIES  |
|------------------------------------|--|
| <b>Qualifications and training</b> | <ul style="list-style-type: none"><li>• GCSE or equivalent level, including at least a Grade C in English and Maths</li><li>• Willingness to train in areas relevant to SEND, e.g. Autism, ADHD, Speech and Language, ELSA or Makaton</li></ul>  |
| <b>Experience</b>                  | <ul style="list-style-type: none"><li>• Experience of working with primary-aged children, particularly those with special educational needs and/or disabilities</li><li>• Supporting pupils with a range of SEND, including social, emotional and mental health needs, communication and interaction difficulties, and learning difficulties</li><li>• Experience of managing and de-escalating challenging behaviour in a positive and constructive way</li><li>• Delivering tailored interventions and structured programmes, either one-to-one, in small groups, or within the classroom</li><li>• Working closely with families/carers to support children’s development and progress</li></ul>  |
| <b>Skills and knowledge</b>        | <ul style="list-style-type: none"><li>• Strong listening and observational skills with the ability to recognise and respond to pupils’ individual needs</li><li>• Clear and confident communication skills with both children and adults, verbally and in writing</li><li>• Ability to build positive, trusting relationships with pupils, staff and parents</li><li>• Good understanding of a range of strategies and approaches to support children with SEND, including behaviour management, emotional regulation, and differentiated learning</li><li>• Ability to adapt resources and teaching methods to meet the needs of individual pupils</li><li>• Excellent knowledge of safeguarding and child protection procedures and commitment to keeping children safe</li><li>• Flexible, resilient and able to respond effectively to changing priorities or unexpected situations</li><li>• Competent in using IT systems to support learning and record-keeping</li></ul> |
| <b>Personal qualities</b>          | <ul style="list-style-type: none"><li>• A genuine commitment to providing the best possible opportunities for all pupils, regardless of their needs or background</li><li>• Patience, empathy and understanding when supporting children with additional needs</li><li>• Positive role model, demonstrating resilience, compassion and encouragement</li><li>• Organised, proactive and self-motivated with good time management skills</li><li>• Strong commitment to the Christian ethos, vision and values of the school</li><li>• Ability to work collaboratively as part of a team, and independently when required</li><li>• Ability to remain calm under pressure and prioritise effectively</li><li>• Respect for confidentiality at all times</li><li>• Commitment to safeguarding, equality, diversity and inclusion in all aspects of school life</li></ul>   |