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
Qualifications and training	• GCSE or equivalent level, including at least a Grade C in English and Maths • Willingness to train in areas relevant to SEND, e.g. Autism, ADHD, Speech and Language, ELSA or Makaton
Experience	• Experience of working with primary-aged children, particularly those with special educational needs and/or disabilities • Supporting pupils with a range of SEND, including social, emotional and mental health needs, communication and interaction difficulties, and learning difficulties • Experience of managing and de-escalating challenging behaviour in a positive and constructive way • Delivering tailored interventions and structured programmes, either one-to-one, in small groups, or within the classroom • Working closely with families/carers to support children's development and progress
Skills and knowledge	• Strong listening and observational skills with the ability to recognise and respond to pupils' individual needs • Clear and confident communication skills with both children and adults, verbally and in writing • Ability to build positive, trusting relationships with pupils, staff and parents • Good understanding of a range of strategies and approaches to support children with SEND, including behaviour management, emotional regulation, and differentiated learning • Ability to adapt resources and teaching methods to meet the needs of individual pupils • Excellent knowledge of safeguarding and child protection procedures and commitment to keeping children safe • Flexible, resilient and able to respond effectively to changing priorities or unexpected situations • Competent in using IT systems to support learning and record-keeping
Personal qualities	• A genuine commitment to providing the best possible opportunities for all pupils, regardless of their needs or background • Patience, empathy and understanding when supporting children with additional needs • Positive role model, demonstrating resilience, compassion and encouragement • Organised, proactive and self-motivated with good time management skills • Strong commitment to the Christian ethos, vision and values of the school • Ability to work collaboratively as part of a team, and independently when required • Ability to remain calm under pressure and prioritise effectively • Respect for confidentiality at all times • Commitment to safeguarding, equality, diversity and inclusion in all aspects of school life