



## WEST JESMOND PRIMARY SCHOOL

### Person Specification – Support Assistant SEN

#### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

##### Essential

1	Experience of supporting children with ASD in a learning environment
2	Knowledge of national curriculum for key stages one and two.
	Knowledge and experience of strategies to support children with communication difficulties.
3	Experience of classroom organisation and maintaining a purposeful learning environment.
4	Experience of administrative and clerical duties in a school or office environment
5	Experience of intimate care and administering medication
6	Working towards Level 2 Basic Skills (English and Maths) or equivalent competency

##### Desirable

6	First Aid Training
7	Experience of working with children with a range of additional needs
8	Experience of delivering intervention programmes targeted for pupils with additional needs

#### Part B: Assessment Stage

Items 1, 2, and 3 of the application stage criteria and the criteria below will be further explored at the assessment stage:

##### Essential

1	Experience of using ICT to support pupils in the classroom
2	The ability to converse at ease with pupils and provide advice in accurate spoken English as an essential requirement for the post and the measure of this being taken from the applicant being able to competently answer all interview questions in English
3	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.
4	Able to consistently and effectively implement agreed behaviour management strategies.

5	Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
6	Able to work within and apply all relevant school policies and schemes of work
7	Able to supervise groups of pupils.
8	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.
9	Able to undertake routine invigilation and marking
10	Able to work effectively as part of a team
11	Committed to achieving further professional development
12	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>▪ motivation to work with children and young people</li> <li>▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>▪ emotional resilience in working with challenging behaviours</li> <li>▪ attitude to use of authority and maintaining discipline.</li> <li>▪ able to work in partnership with other agencies</li> </ul>
13	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

### Desirable

14	Knowledge of SEN Code of Practice
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The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	No	Structured discussion with pupils	No
Other (specify)	Yes/No	Other (specify)	Yes/No

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)