



## Complex Needs Teaching Assistant Person Specification

	Essential	Desirable
<b>Qualifications/ Training</b>		
GCSE Grade C or above in Maths and English or NVQ Level 2.	E	
NVQ Level 3 in English and Maths.		D
<b>Experience</b>		
Experience of working with children in Reception, Key Stage 1 and Key Stage 2		D
Experience of working with children with additional needs	E	
Experience of working with children with ASD, ADHD and SEMH needs	E	
Experience of working with children with global development delay		D
Experience of working with children with a speech and language delay		D
Experience of working with groups of children in an organised situation.	E	
Experience of supporting the use of ICT in schools		D
<b>Knowledge</b>		
Understanding of Safeguarding in School; Health and Safety; Data Protection; Race Relations and Confidentiality issues	E	
Knowledge of the SEN Code of Practice		D
Knowledge of the national curriculum		D
Understanding of principles of child development and learning processes and in particular barriers to learning		D
<b>Personal Skills, Qualities, Attributes</b>		
Ability to respond appropriately to difficult situations and behaviours	E	
To be reliable and punctual	E	
To have good communication skills	E	
Ability to relate well to children and adults	E	
Good skills of listening, questioning, negotiation and reflection	E	
Flexible, dynamic and enthusiastic approach to work	E	
Able to take initiative and make decisions.	E	
Demonstrate an understanding and commitment to school improvement.		D

