



Rumboldswyke Church of England Primary School

'Love life, Love learning, Love God's world'

Person Specification for Inclusion Teaching Support Assistant

	Essential	Desirable	Evidence/ Sources
Qualifications	<ul style="list-style-type: none"> Strong academic record including GCSE Maths and English Grade C/4 or above (or equivalent) (Please include this information in your application form) Basic understanding of safeguarding, child protection and equality Commitment to ongoing professional development 	<ul style="list-style-type: none"> NVQ3 for Teaching Assistants (or evidence of working towards gaining such qualifications) Relevant Higher or Further Education qualifications First Aid qualification Training or awareness in PECS, Makaton, or communication strategies (or willingness to train) 	<ul style="list-style-type: none"> Application Certificates Interview Documentation
Experience and Skills	<ul style="list-style-type: none"> Experience of supporting children with specific learning needs and/or barriers to learning (e.g. SEND, speech and language, SEMH, trauma, attachment, EAL) Experience of supporting primary school aged children Experience of working in a school and/or nursery context Excellent literacy and numeracy knowledge and skills Sound knowledge of guidance and requirements around safeguarding, Child Protection and equality Ability to support pupils' social, emotional and behavioural development Good IT skills Ability to maintain records and children's files 	<ul style="list-style-type: none"> Experience of supporting children in EYFS & KS1 Experience supporting pupils with complex needs, including ASD or high levels of need Experience of working with external agencies or multi-disciplinary teams Running intervention programmes Knowledge of EYFS or KS1 assessment, curriculum and planning Experience of maintaining detailed pupil records and intervention tracking A willingness to develop own professional practice by attending relevant courses and working with others 	<ul style="list-style-type: none"> Application Interview Reference

<p>Interpersonal skills</p>	<ul style="list-style-type: none"> • Enjoy working with children and supporting their development • Warmth, empathy, patience and sensitivity • Integrity, loyalty and commitment • Positive, flexible and proactive attitude • Enthusiasm and motivation • Calm and consistent approach to behaviour management • Understands the importance of the emotional wellbeing of the child • Strong communication skills (verbal and written) • Ability to build positive relationships with pupils, staff, parents and wider community • Good organisation skills • Ability to work effectively as part of a team • Ability to use initiative and independently when required • Ability to explain and adapt instructions to meet pupils' needs • Understanding of the importance of emotional wellbeing • Commitment to confidentiality and professionalism • Ability to work under pressure and prioritise effectively • Suitability to work with children 	<ul style="list-style-type: none"> • Skills or interests that enrich learning (e.g. sport, music, cooking, gardening, MFL) • Experience communicating effectively with parents/carers 	<ul style="list-style-type: none"> • Application • Interview • Reference
<p>Other</p>	<ul style="list-style-type: none"> • Willingness to undertake playground/break duties • Willingness to attend training and develop professionally 	<ul style="list-style-type: none"> • Willingness to run extra-curricular activities at lunch time, after school etc. 	<ul style="list-style-type: none"> • Application • Interview
<p>Strategic Direction & Development of School</p>	<ul style="list-style-type: none"> • Commitment to the aims, values and ethos of Rumboldswyke Church of England Primary School • Commitment to equality, diversity and inclusion 	<p>Understanding of inclusive education principles</p>	<ul style="list-style-type: none"> • Application • Interview