



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	- 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	- 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)	- Application - Certificates - Interview - Documentation
Experience and Skills	- 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	- 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	- Application - Interview - Reference

Interpersonal skills	• 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	• Skills or interests that enrich learning (e.g. sport, music, cooking, gardening, MFL) • Experience communicating effectively with parents/carers	• Application • Interview • Reference
Other	• Willingness to undertake playground/break duties • Willingness to attend training and develop professionally	• Willingness to run extra-curricular activities at lunch time, after school etc.	• Application • Interview
Strategic Direction & Development of School	• Commitment to the aims, values and ethos of Rumboldswyke Church of England Primary School • Commitment to equality, diversity and inclusion	Understanding of inclusive education principles	• Application • Interview