

HANDSWORTH PRIMARY SCHOOL

Handsworth Avenue, Highams Park, London E4 9PJ

Tel 020 8527 5991

school@handsworth.waltham.sch.uk

Headteacher – Claire Nairne



PERSON SPECIFICATION

Special Needs Assistant

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

CRITERIA	QUALITIES
Qualifications and training	<ul style="list-style-type: none">● GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths● Learning Support qualification at NVQ Level 2 or above (or equivalent) plus knowledge acquired through training and experience to the level of professional standards specified.
Experience	<ul style="list-style-type: none">● Experience working in a school environment or other educational setting● Experience working with children / young people with special educational needs (SEN)● Experience planning and delivering learning activities

<p>Skills and knowledge</p>	<ul style="list-style-type: none"> ● Good understanding of child development with the ability to apply behaviour management policies and strategies, which contribute to a purposeful learning environment. ● Be able to work calmly under pressure with the ability to adapt quickly and effectively to changing circumstance/situations. ● Be able to inform, persuade, inspire and motivate pupils and provide feedback to other professionals and parents as required. ● Requires knowledge and understanding of National Curriculum requirements in relation to specialist area (e.g. additional needs, curriculum area), including planning, preparing and delivering programmes of learning activities to groups and classes; also, detailed understanding of how pupils of relevant age group(s) and ability learn; relevant learning strategies and methods. ● An ability to work confidentially, efficiently and on own initiative. ● Ability to build effective working relationships with pupils and adults ● Skills and expertise in understanding the needs of all pupils ● Knowledge of how to help adapt and deliver support to meet individual needs ● Subject and curriculum knowledge relevant to the role and ability to apply this effectively in supporting teachers and pupils ● Excellent verbal communication skills ● Ability to work as part of a team and to be flexible in their approach to daily routines ● Knowledge and compliance with policies and procedures relevant to child protection, safeguarding children and health and safety
<p>Personal qualities</p>	<ul style="list-style-type: none"> ● Enjoyment of working with children ● Sensitivity and understanding, to help build good relationships with pupils ● A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school ● Commitment to maintaining confidentiality at all times ● Commitment to safeguarding pupil's wellbeing and equality ● Resilient, positive, forward looking and enthusiastic about making a difference ● Capacity to inspire, motivate and challenge children and young people

Other Requirements	<ul style="list-style-type: none">● A commitment to on-going personal development and willingness to undertake appropriate training● Appointment to the post is subject to a satisfactory enhanced DBS check● Evidence of commitment to safeguarding and protecting the welfare of children● This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes.
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