



## Rowan Wood School

### Person Specification for Senior Teaching Assistant

| CRITERIA OR REQUIREMENTS                                                                                                                                  | Assessment Method |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <b>1. Education and Training</b>                                                                                                                          |                   |
| a) GCSE in English and Maths Grade C or above or equivalent qualification                                                                                 | A / C             |
| b) Appropriate and recognised qualification e.g nursery nurse or NVQ3 or HLTA                                                                             | A / C             |
| c) Excellent numeracy and literacy skills                                                                                                                 | A / C             |
| d) Additional qualifications in PMLD / SLD / ASD                                                                                                          | A / C             |
| <b>2. Experience</b>                                                                                                                                      |                   |
| a) Substantial, successful experience as an LSA/TA in a special school setting                                                                            | A / I             |
| b) Demonstrate a clear commitment to/focus on improving children's learning                                                                               | A / I             |
| c) Experience of assessment, record keeping and monitoring of pupil progress of pupils with PMLD/SLD/ASD                                                  | A / I             |
| d) Successful experience of undertaking personal care activities and in the use of specialist equipment                                                   | A / I             |
| e) Successful experience of using alternative/augmentative systems of communication                                                                       | A / I             |
| f) Successful experience of managing children with challenging behaviour                                                                                  | A / I             |
| g) Experience of establishing successful relationships and/or joint working with parents                                                                  | A / I             |
| h) Participation in induction and/or support of support staff (desirable)                                                                                 | A / I             |
| <b>3. Knowledge/Skills and Abilities</b>                                                                                                                  |                   |
| a) Ability to establish an appropriate, positive learning environment which promotes good relationships and high pupil achievement/standards of behaviour | A / I             |
| b) Understanding of curriculum and teaching methodologies appropriate to children with severe PMLD/SLD/ASD                                                | A / I             |
| c) Ability to manage and encourage pupils who display challenging behaviour                                                                               | A / I             |
| d) Evidence of effective organisational skills and proven skills in the preparation and adaptation of resources                                           | A / I             |
| e) Ability to communicate effectively both verbally and in writing to a range of audiences                                                                | A / I / T         |
| f) Ability to work in partnership to promote learning, to motivate and lead a small staff group                                                           | A / I             |
| g) Ability to develop and maintain positive relationships with colleagues and a range of other professionals                                              | A / I             |
| h) ICT literate and able to work with children in the use of learning technology to promote children's independence, communication and learning           | A / I / T         |



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| <b>4. Equal Opportunities</b><br>a) Understanding of and commitment to the Trust's Equal Opportunities Policy and acceptance of responsibility for its practical applications<br>b) Ability to apply the principles of the Equal Opportunities framework to working with children and adults in an education setting | A / I<br><br>A / I |
| <b>5. Safeguarding and Promoting Welfare of Children</b><br>a) Ability to form and maintain appropriate relationships and personal boundaries with children and young people, colleagues and parents<br>b) Understanding of school reporting procedures                                                              | A / I<br><br>A / I |
| <b>6. Other Job Specific Requirements</b><br>a) Understanding of health & safety issues<br>b) Excellent physical health and an acceptable record of attendance                                                                                                                                                       | A / I<br>A / I     |

Key

A = Application Letter, I = Interview, C = Course, T = Task