



Willow Dene School

Person Specification for Senior Teaching Assistant

CRITERIA OR REQUIREMENTS	Assessment Method
1. Education and Training	
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
2. Experience	
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
3. Knowledge/Skills and Abilities	
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
4. Equal Opportunities	
a) Understanding of and commitment to the Trust's Equal Opportunities Policy	A / I



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

Key

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