

Person Specification – Higher Level Teaching Assistant (SEND)

	Essential	Desirable
Relevant Experience	<ul style="list-style-type: none"> Recent experience of working with SEND children Experience of working with children in a mainstream or specialist school setting Good knowledge of ASC/CCN (Autistic spectrum and Complex Communication Needs) Experience of leading classes/groups of children from own planning, resourcing and lesson delivery Understanding of flexible and adaptive curriculums and project based learning Safe working practice and Keeping children Safe in education awareness 	<ul style="list-style-type: none"> Minimum 3 years experience of supporting the EYFS/Key Stage 1 and/or Key Stage 2 curriculum Experience of working with children who have a variety of education needs Experience of SEND 1:1 work Knowledge of Therapeutic Thinking (Or Dorset STEPS) Trauma informed approach Knowledge of relational practice Experienced with Safe working practice and Keeping children Safe in education
Education and Training	<ul style="list-style-type: none"> Holds HLTA status Qualified to GCSE level C in English and Maths Willingness to further own professional development 	<ul style="list-style-type: none"> Recent relevant training/CPD e.g. Intervention Programmes, relational practices, Speech and Language, Trauma Informed, Therapeutic thinking, Autism awareness, Attention Autism. First aid qualifications De-escalation/positive handling training
General and Specialist Knowledge	<ul style="list-style-type: none"> Ability to contribute to an imaginative, stimulating and safe learning environment An interest in and a commitment to a planning, implementing and assessing a creative, engaging curriculum Experience in supporting the individual needs of children inc those with EHCPs Interest or experience in supporting outdoor learning, Forest School and/or therapeutic approaches 	<ul style="list-style-type: none"> Experience of using PACE strategies Qualified in leading outdoor learning, Forest School and/or therapeutic approaches
Skills and Attributes	<ul style="list-style-type: none"> Model the schools Vision and Values Good interpersonal and communication skills Ability to motivate and enthuse young learners Ability to work as a member of a team, both to lead others and to be led by others Trustworthy, kind and hardworking Highly empathetic and default approach is Unconditional Positive Regard Highly adaptable and 'needs led' in approach 	<ul style="list-style-type: none"> Relevant qualifications related to the above Experience implementing EHCP provision and reviews/evaluation
Additional Qualities	<ul style="list-style-type: none"> Ability to form and maintain appropriate relationships and personal boundaries with children in accordance with good safeguarding practice Team player Highly emotionally resilience Reliable Sense of humour 	

We are committed to safeguarding the safety and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to have Disclosure and Barring Service check (formally CRB) in line with the Government's safer recruitment guidelines. We value the diversity of our workforce and welcome applications from all sections of the community. Sandford St. Martin's Primary School is committed to equal opportunities.