



Beech Hill School
Support Assistant Special Needs -Scale 2, points 11 to 13
Person Specification

	Essential	Desirable	How identified
1. Knowledge and skills (including any relevant or required qualifications)	<p>Good numeracy, literacy and ICT skills</p> <p>Good understanding of child development</p> <p>Ability to relate well with children and adults</p> <p>Ability to work with a pupil with significant and complex and special needs</p> <p>Ability to work on a one to one with pupils</p> <p>Ability to work with a small group of pupils</p> <p>Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles</p> <p>Good communication skills</p> <p>Knowledge of relevant policies/codes of practice and awareness of relevant legislation eg SEN, child protection</p>	<p>GCSEs in English and Mathematics (grade C or above) or equivalent</p> <p>General understanding of the curriculum and other basic learning programmes/strategies</p> <p>Knowledge of first aid – First Aid Certificate</p>	<p>Application Form</p> <p>Selection Process</p> <p>Interview</p> <p>References</p>
2. Personal Development and Additional Learning	<p>Shows commitment to own self development</p> <p>Willing to participate in further training and development activities</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>

	Essential	Desirable	How identified
3. Experience	<p>Previous experience of working with a pupil with significant and complex special needs.</p> <p>Previous experience of working with a pupil with speech, language and communication delays.</p> <p>Experience of working with young children and working collaboratively with others.</p> <p>Experience of working within a team</p>	<p>Previous work in a school environment within an EYFS/KS1 setting.</p>	<p>Application Form</p> <p>Selection Process</p> <p>Interview</p> <p>References</p>
4. Initiative	<p>Able to receive instructions and guidance</p> <p>Open-minded and flexible</p> <p>Ability to work under pressure</p>		<p>Application Form</p> <p>Selection Process</p> <p>References</p>
5. Circumstances	<p>Understands the importance of confidentiality and work in a discreet manner where appropriate</p> <p>Positive attitude to working with children and adults (eg parents, carers)</p>		<p>Application form</p> <p>Interview</p> <p>References</p>