

**REDCAR AND CLEVELAND BOROUGH COUNCIL
OVERFIELDS PRIMARY SCHOOL
PERSON SPECIFICATION**



POST: SEN TA Supporting & Delivering Learning & Behaviour
SUMMARY OF JOB: To work as part of a SEN Support Base team, specifically based in EYFS

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	<ul style="list-style-type: none"> • NVQ level 3 or equivalent • Very good literacy & numeracy skills • 	<ul style="list-style-type: none"> • Appropriate first aid training • Current clean driving licence with business insurance • Training in the relevant strategies suitable to post eg: literacy and numeracy interventions, dyslexia, ICT 	Application form Certificates
Experience	<ul style="list-style-type: none"> • Recent experience of supporting SEN teaching and learning in Key Stage One. • Experience of working with pupils with additional needs – e.g. learning, emotional, social or behavioural • Demonstration of high expectations of pupils' achievements and behaviour. • A good knowledge and understanding of the curriculum and new frameworks. • Able to personalise learning to meet the needs of all pupils with SEND. • An awareness of safeguarding and Child Protection issues • Proven successful behaviour management strategies 	<ul style="list-style-type: none"> • Experience of working in KS2 • Evidence of relevant & ongoing Professional Development. • Knowledge and understanding of supporting the successful integration of children from different backgrounds • Experience of working with children with speech and language difficulties 	Application Form Interview References
Training	<ul style="list-style-type: none"> • Well informed about current developments in education and in raising standards • Commitment to further training to improve teaching and learning and personal skills • Good knowledge and understanding of the ECM agenda. 		Application Form Interview
Personal	<ul style="list-style-type: none"> • Able to work flexible hours and under pressure • A calm and caring nature in dealing with the challenges of the role • Good at taking initiative • Able to set & sustain high standards in all areas • A willingness & ability to support the wider life of the school community. • Commitment to the spiritual, moral, social and cultural development of pupils. • Commitment to maintain values and ethos that nurture and safeguard children. • A commitment to participate fully in the performance management cycle. 	<ul style="list-style-type: none"> • An ability to communicate effectively with parents/carers 	Application Form Interview References
Skills, knowledge & understanding	<ul style="list-style-type: none"> • Good verbal and written communication skills. • Able to work as an effective member of a team. • An ability to monitor, evaluate and develop assessment strategies, set targets and provide appropriate feedback to progress learning. • Demonstrate effective use of ICT in T & L. • Ability to self evaluate learning needs and actively seek learning opportunities • Understanding of principles of child development and learning processes and in particular, barriers to learning • An ability to understand and interpret an appropriate range of data. • Knowledge of School Improvement requirements and the Inspection Framework. • Work constructively as part of a team understanding classroom roles and responsibilities and your own position within these 	<ul style="list-style-type: none"> • 	Application Form Interview References