



Personal Specification Complex Needs Resource Base Teaching Assistant

Requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Maths and English at GCE level C or above (or equivalent) 	<ul style="list-style-type: none"> • Relevant professional Teaching Assistant qualification or equivalent
Experience	<ul style="list-style-type: none"> • Experienced Primary Teaching Assistant with experience in EYFS/KSI • Proven experience of effectively supporting children's learning in a primary school setting • Experience in supporting children with ASD • 	<ul style="list-style-type: none"> • Experienced in providing support for children's behavioural, emotional and learning needs
Skills	<ul style="list-style-type: none"> • Excellent communication & interpersonal skills • Able to relate well and professionally with children, parents, and colleagues • Able to enthuse, motivate, encourage and support pupils to achieve the highest standards • Able to promote a positive ethos and school values • A good team player • Ability to plan and deliver 1:1 and small group teaching and learning in support of pupil's needs and evaluate pupil outcomes accurately • ICT confident with a good level of basic skills 	<ul style="list-style-type: none"> • Experience of contributing to planning and assessment practice • Experience of implementing intervention strategies • Ability to assess children's outcomes and feedback appropriate next steps to teachers • First aid training • Level 2 (Foundation) Safeguarding trained
Qualities	<ul style="list-style-type: none"> • Organised and effective, yet flexible and adaptable • Able to use initiative and solve problems • Patient and calm, but with an enthusiastic and positive outlook • Passionate about learning, creative and able to motivate children • High expectations of self and children and able to be consistent and insistent at all times • Friendly, approachable, patient and able to form warm, professional relationships with adults and children • Able to manage children's behaviour effectively and positively 	<ul style="list-style-type: none"> • Personal interests and skills which you are keen to share with children at clubs



	<ul style="list-style-type: none">• Able and willing to follow procedures and policies but also capable of working under own initiative• Sympathetic to the views of a church school• Good sense of humour!	
Career plans	<ul style="list-style-type: none">• Willingness to learn new skills• Commitment to continued personal professional development including NVQ3 if not already qualified	

General Comments

Requirement to attend in service training as required

Disclosure and Barring Service

The nature of the work requires that the post holder has undergone checks by the Disclosure and Barring Service and has an enhanced clearance

Safeguarding Children, Young People and Vulnerable Adults

Westbury Junior School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment

Two references will be taken up for all short listed candidates prior to interview
Following recommendations from Keeping Children Safe in Education (KCSIE) for an additional pre-employment check with effect 1st Sept 22, please note, an online search may form part of this recruitment process

Equal opportunities

All employees have a responsibility to understand and abide by the obligations laid down in the school's equal opportunities policies

Health and safety

All employees have responsibility for their own health and safety and for that of others who may be affected by their act, or omissions. Staff are required to adhere to all health and safety regulations, guidance and procedures at all times

Confidentiality

All employees are expected to respect confidentiality in relation to school business and pupil data