

Danson Primary School
Person Specification Inclusion Support Assistant



Post: <u>Inclusion Support Assistant</u>			
Attributes	Essential	Desirable	Identify
Qualifications	<ul style="list-style-type: none"> • Good numeracy/Literacy skills • NVQ 2/3 for Teaching Assistants or equivalent qualifications or experience. 	<ul style="list-style-type: none"> • First Aid at Work Certificate • Training in the relevant learning strategies, e.g. literacy. • SEN qualification and relevant training 	Application
Experience	<ul style="list-style-type: none"> • Understanding and prior experience of working with vulnerable pupils, for example providing strategies for pupils with ASD/ADHD, sensory processing needs. • Recent relevant experience of working with Primary age children. • Working with children with additional needs. 	<ul style="list-style-type: none"> • Working with outside professionals. 	Applicant & Interview
Training	<ul style="list-style-type: none"> • Safeguarding and Child Protection Training. • Able to complete relevant paperwork. 	<ul style="list-style-type: none"> • Training in the relevant learning strategies, e.g. literacy. • Communication and Language training • Speech and Language training. 	Application
Specific Knowledge	<ul style="list-style-type: none"> • Ability to work positively and sensitively with pupils. • Enthusiasm, commitment and energy. • An understanding of and commitment to equal opportunities for all pupils. • Effective use of ICT support learning. • Basic understanding of child development and learning. • Ability to self -evaluate learning needs and actively seek learning activities. 	<ul style="list-style-type: none"> • An understanding of positive behaviour management techniques. • An understanding of basic child protection procedures. • Understanding of relevant policies/code of practice and awareness of relevant legislation. • General understanding of primary curriculum. 	Application & Interview

	<ul style="list-style-type: none"> • Ability to work effectively as part of a team. • Ability to supervise young children. • Approachability 	<ul style="list-style-type: none"> • Knowledge of sensory circuits, delivering speech and language programme. • Knowledge of intervention programmes to support pupils with different needs. 	
Disposition	<ul style="list-style-type: none"> • Excellent rapport with children. • Self-Motivated. • Innovative and Creative • To be able to communicate effectively with others. • To be able to work as part of a team. 	<ul style="list-style-type: none"> • Excellent organisational skills. • Able to receive and act upon constructive feedback. 	Application & Interview
Personal Circumstances	<ul style="list-style-type: none"> • Support all aspect of school life and wider community. 		Application & Interview
Code of Practice on English language requirement	<ul style="list-style-type: none"> • Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary • Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation • Ability to listen to customers and understand their needs • Ability to tailor your approach to each conversation to be appropriate to the customer, responding clearly with fine shades of meaning, even in complex situations. 		Application & Interview