



## Marchwood C of E Infant School

### **Person Specification: Special Needs Assistant**

Short-listing for the post of Special Needs Assistant at Marchwood C of E Infant School will be based on the following criteria:

	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>GCSE English and Maths A - C or equivalent</li> <li>Relevant qualification or experience (e.g. NVQ award)</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of recent further relevant study/training</li> <li>NVQ Level 3</li> <li>Current Paediatric First Aid training</li> <li>Trained in positive handling techniques</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Recent experience of working or volunteering with infant aged children</li> <li>Recent experience of working in a school</li> </ul>	<ul style="list-style-type: none"> <li>Recent experience of working 1:1 with pupils with SEN, particularly children with social communication disorders</li> <li>Experience in delivering first aid, medication, personal/intimate care, and physical intervention/behaviour management strategies.</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>Able to use a firm, sensitive, effective approach towards managing behaviour</li> <li>Basic understanding of how children learn best.</li> <li>Understanding of safeguarding responsibilities in the role</li> </ul>	<ul style="list-style-type: none"> <li>Experience and understanding of Makaton or other communication programmes</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Able to work effectively with the class teacher</li> <li>Able to monitor and record pupil progress, update assessments and Individual Education Programmes</li> <li>Well organised</li> <li>Able to work under pressure and prioritise effectively</li> <li>Effective communicator</li> <li>Ability to work independently and with initiative</li> </ul>	<ul style="list-style-type: none"> <li>Experience of communicating with parents and other professionals</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>Passionate about securing the best outcomes for pupils</li> <li>Empathy with pupils and sympathetic to their needs</li> <li>Commitment, professionalism and loyalty</li> <li>Able to work well as part of a team</li> <li>Positive, proactive, can-do attitude</li> <li>Reliable, calm and patient</li> <li>Flexible and resourceful</li> <li>Tolerant</li> <li>Able to be professionally discreet and maintain confidentiality at all times</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>