



Employee Specification Form

Job Title	Level 3 SEND Specialist Teaching Assistant
Department	Stanton Road Primary School
Prepared by and date	26th September 2025

Essential Personal Attributes		Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications	- NVQ Level 3 for Teaching Assistants or childcare and education or equivalent qualification - Minimum of 5 GCSEs (including C+ in English and maths) - Very good maths/English/ICT skills	App/letter	- First Aid qualification - Evidence of attendance at a range of ongoing CPD - Training relevant to working with children with specific needs	App
Experience	- Experience of working with children within EYFS or KS1 - Working with children with SEND in an education setting - Experience of working with children who have Autistic Spectrum Disorder and/or social communication needs - Experience of using EHCPs, SEND targets and observations to inform next steps in child development	App/letter	- Experience of working with children with Social, Emotional and Mental Health difficulties and/or challenging behaviour - Experience of teaching Read Write Inc. Phonics	App/letter
Knowledge and skills	- Good communication skills, including speaking with parents - Ability to work constructively as part of a team - Understanding of the impact of trauma on children's wellbeing - Knowledge of child protection / safeguarding procedures	App/letter	- Knowledge of speech and language programmes - Knowledge and understanding of inclusion within every aspect of the school and the classroom - Understanding of trauma informed practice and the impact of ACES on children's wellbeing - Understanding of therapeutic / SEND friendly / ASC, ADHD & Dyslexia friendly environments - Trained ELSA	App/letter
Special Requirements	- An understanding and genuine respect for children who can sometimes struggle to regulate their emotions - Honesty and integrity - Flexibility, and able to adapt to changing circumstances and new ideas - Empathy, humility, and humour - Highly developed social, emotional intelligence and strong emotional resilience - Ability to foster a culture of respect and openness - Ability to work independently on own initiative and also contribute as part of a team	Letter/Int	- Willingness to contribute towards wider school life including running a lunch time - A commitment to continuing professional development and training	Letter/Int