

Over Hall Community School

"Be supported, feel supported – make a difference"

Person Specification: SALT Teaching Assistant

Job Title: SEN Teaching Assistant

Grade: Grade 5

Responsible to: Headteacher

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	- Minimum GCSE (or equivalent) in English and Mathematics (Grade C/4 or above). - Appropriate qualification to at least NVQ Level 3 or have relevant experience - Evidence of ongoing professional development related to working with children.	Additional qualifications or training related to specific areas, such as SEND, EAL, or pastoral care.
Experience	- Experience working with children in a primary school setting. - Proven experience of leading class sessions or delivering lessons under the guidance of a teacher. - Experience of supporting pupils with varying abilities, including those with additional needs.	- Experience leading intervention groups or extracurricular activities. - Experience of working across multiple year groups in a primary school setting.
Skills and Aptitudes	- Ability to deliver sessions confidently, ensuring pupil engagement and progress. - Effective classroom management skills, maintaining a positive learning environment. - Excellent interpersonal and communication skills, enabling effective collaboration with staff, pupils, and parents. - Ability to adapt work to meet the needs of all pupils, including those with special educational needs. - Competence in using IT for teaching, learning, and administrative tasks.	- Ability to assess and record pupil progress effectively. - Creativity in delivering lessons or activities that inspire and motivate pupils.
Personal Qualities	- Enthusiastic, motivated, and committed to fostering a positive learning environment. - Adaptable, flexible, and able to respond to changing needs within the school. - Resilient and able to work effectively under pressure. - A strong team player with a collaborative approach. - Sense of humour	- A proactive approach to professional development and willingness to embrace new challenges. - A reflective practitioner who is open to feedback and committed to continual improvement. - A willingness to play an active part in all aspects of school life including lunch duties and after school clubs (which would be paid in addition to the main job role)

