Employee Specification Form

Post Number	
Job Title	**TA Level 2 SEMH**
Department	Oxton St Saviour's CE Aided Primary School
Prepared by and date	LGJ October 2026

Important – Study "Explanatory Notes" printed overleaf before completing form

Core Vision Alignment

Every member of our school staff is expected to commit to our core vision: Guided by Mark 12:30-31, we strive to nurture the 'whole child'—encouraging them to love learning with all their heart and mind, while fostering a community built on loving our neighbours as ourselves.

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications ● NVQ Level Two or higher for Teaching Assistants or equivalent ● GCSE English and Maths or equivalent qualification	App App	**Qualifications** ● First aid training	App
Experience ● Experience of working with pupils with a range of special needs, for example ASC, ADHD, SEMH, attachment/trauma. ● Experience of working with pupils in a pastoral capacity. ● Experience of successfully leading intervention groups.	App/Int App/Int App/Int App/Int	**Experience** ● Successful and recent experience of supporting individuals and/or small groups of children across the curriculum within a mainstream primary school. ● Experience of working with children in a primary school environment. ● Experience of challenging and developing more able pupils	App/Int App App/Int
Knowledge and skills ● Basic understanding of child development and learning ● Ability to work alongside class teachers to organise resources and implement planning. ● Ability to relate well and build excellent relationships with adults (including parents) and children. ● An ability to show initiative and work with guidance from class teacher to adapt tasks to meet the needs of individual pupils and small groups ● Positive behaviour management skills	App/Int App/Int App/Int App/Int App/Int	**Knowledge and skills** ● Ability to work alongside class teachers to implement strategies to meet EHCP targets. ● Understanding relevant policies/codes of practice within schools including Safeguarding children and Keeping Children Safe in Education	App/Int App/Int
Special Requirements: ● Self-motivated and organised ● Excellent interpersonal skills ● Team player ● Excellent attendance and punctuality record ● Ability to work under direction and on own initiative ● A level of physical fitness *(bending, lifting activities part of the role as this role includes a midday element)*	App/Int App/Int App/Int App/Int App/Int App/Int	**Special Requirements:** ● Some knowledge of the new SEND white paper	App/Int