



**SEND Support Staff Team Member
Personal Specification**

	Essential	Desirable
Qualifications		
O Levels/GCSE Level – grade C or above in maths and English	X	
Experience		
Experience of working in a primary school setting	X	
Experience of working with SEND pupils	X	
Experience of teaching phonics and early reading		X
Experience of completing interventions		X
Professional Knowledge, Understanding, Skill and Abilities		
A clear understanding of the skills and attributes involved in providing outstanding support for learning	X	
Awareness to use assessment and data accurately to monitor and evaluate the attainment and progress of pupils		X
Ability to create a safe and positive learning environment that promotes independent and risk taking learners	X	
Able to use resources creatively, including ICT, school spaces, the wider community and other adults to support independent and confident learners	X	
Able to use a range of strategies to manage effective learning behaviour	X	
Have experience adapting provision for children with additional educational needs	X	
Able to demonstrate a thorough understanding of Child Protection and Safeguarding policies, procedures and legislation	X	
Clear understanding of the importance of confidentiality and how to maintain this	X	
Able to liaise effectively with other staff and services to support the needs of learners	X	
Ability to help learners develop personal and social skills that promote lifelong learning	X	
Personal Qualities		
Able to successfully engage parents and carers in order to encourage their close involvement in the education of their children	X	
A flexible approach to work	X	
A high level of communication skills both orally and in writing	X	
Able to manage own work load effectively and respond swiftly to tight deadlines	X	
Able to demonstrate good interpersonal skills, with the ability to enthuse and motivate others, develop effective partnerships and work effectively as part of a team	X	
Practice equal opportunities in all aspects of the role and around the work place in line with policy	X	
Maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	X	