

**Simonside Primary School
Person Specification – Support Assistant N3**

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience of supporting children in a learning environment
2	Knowledge of national curriculum in KS1
3	Experience of effective classroom organisation
4	Level 2 qualification for Teaching Assistants or equivalent
5	Experience of teaching phonics
6	Experience of supporting children with SEND/ BESD

Desirable

6	Experience of advancing progress of pupils of relevant age within a learning environment
7	Experience of carrying out educational interventions with individuals or groups of children.
8	First Aid Training
9	Willingness to support in breakfast club

Part B: Assessment Stage

Items 1, 2, and 3 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils
2	Able to consistently and effectively implement agreed behaviour management strategies
3	Able to use language and other communication skills that children can understand and relate to.
4	Experience of using ICT to support pupils in the classroom
5	Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
6	Able to work within and apply all relevant school policies and schemes of work
7	Able to supervise groups of pupils.
8	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.
9	Able to undertake routine invigilation and marking
10	Able to work effectively as part of a team
11	Committed to achieving further professional development

12	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline. ▪ able to work in partnership with other agencies
13	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

Desirable

14	Knowledge of SEN Code of Practice
15	Experience of delivering different intervention programmes to groups of pupils.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Observation of small group activity.	Yes	Structured discussion with pupils	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)