

Person Specification – SEND/SEMH Teaching Assistant

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> ✓ NVQ Level three (or equivalent) teaching assistant qualification (A) ✓ GCSE or equivalent in English and maths at grade 4/C or above (A) 	<ul style="list-style-type: none"> ✓ Positive Handling (A) ✓ Emergency First Aid qualification (A)
Experience	<ul style="list-style-type: none"> ✓ Proven experience of working with pupils with SEMH needs, including those displaying challenging behaviour(A, I, R) ✓ Experience of supporting pupils with EHCPs, including the implementation of strategies and provision specified within plans (A, I, R) ✓ Experience of working with pupils who require emotional regulation and behaviour support (A, I, R) ✓ Experience of working in a nurture provision, SEND base, inclusion unit or alternative provision (A, I, R) 	<ul style="list-style-type: none"> ✓ Working as a classroom or teaching assistant in Key Stage 1/2 (A, I, R).
Knowledge/Skills	<ul style="list-style-type: none"> ✓ Secure understanding of SEMH, trauma-informed practice and attachment-aware approaches (A, I, R) ✓ Ability to implement behaviour support plans, risk assessments and agreed de-escalation strategies consistently (A, I, R) ✓ Ability to support pupils with self-regulation, emotional literacy and social communication (A, I, R) ✓ Ability to maintain clear professional boundaries while building positive, trusting relationships with vulnerable pupils (A, I, R) ✓ Ability to work calmly and effectively in high-pressure or emotionally demanding situations (A, I, R) 	

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	<ul style="list-style-type: none"> ✓ Secure understanding of safeguarding, child protection and contextual safeguarding in relation to vulnerable learners (A, I, R) ✓ Demonstrate excellent IT skills (A, I, R) ✓ Demonstrate excellent organisation skills (A, I, R) ✓ Demonstrate the ability to work as part of a team (A, I, R) ✓ Demonstrate the ability to use own initiative (A, I, R) ✓ Demonstrate excellent communication skills both verbal and in writing (A, I, R) ✓ Ability to communicate with a range of people including children (A, I, R) 	
Additional	<ul style="list-style-type: none"> ✓ Enhanced safeguarding checks ✓ Ability to maintain accurate records, logs and reports relating to behaviour, safeguarding and pupil progress (A, I, R) 	

