



WEST SUSSEX COUNTY COUNCIL
St. Andrew's Church of England Primary School
Growing Learners to live in God's World

Our deeply Christian ethos inspires our service to God and our community. Empowering children with transferrable knowledge and skills, and excellence in learning through our ambitious curriculum, prepares them for future success in a global and digital world. Young minds are encouraged to collaborate, be curious and deepen their understanding through fun, purposeful and memorable learning experiences. Children feel happy, safe, included and valued; confident in self-management and expression. Local and global partnerships enrich and enhance children's opportunities, choice and experiences.

1:1 TEACHING ASSISTANT PERSON SPECIFICATION

Category	Essential Criteria	Desirable Criteria
Qualifications and Training	• Good standard of education (GCSE English and Maths or equivalent). • Willingness to undertake training relevant to the role.	• Level 2 or 3 qualification in Supporting Teaching and Learning (or equivalent). • Training in areas such as autism, ADHD, SEMH, emotion coaching, or behaviour management.
Experience	• Experience of working with or supporting children with additional needs in a school or similar setting. • Experience supporting children who display social, emotional, or behavioural challenges.	• Experience working one-to-one with children with autism, ADHD, SEMH or Pica needs. • Experience implementing individual education or behaviour support plans.
Knowledge and Understanding	• Understanding of autism, ADHD, SEMH Pica and how these can affect learning and behaviour. • Awareness of strategies to support communication, focus, and emotional regulation. • Understanding of the importance of confidentiality and safeguarding.	• Knowledge of sensory needs and regulation strategies. • Familiarity with visual supports, social stories, or structured routines. • Awareness of restorative approaches or trauma-informed practice.
Skills and Abilities	• Ability to build positive, trusting relationships with children and adults. • Strong communication and listening skills. • Ability to stay calm, patient, and consistent in challenging situations. • Skilled in adapting tasks and instructions to suit individual needs. • Able to work effectively as part of a team and follow professional guidance.	• Ability to use positive behaviour management techniques confidently. • Competence in maintaining clear written records or observation notes.
Personal Qualities	• Empathetic, nurturing, and resilient. • Committed to inclusion and equality for all pupils. • Reliable, flexible, and proactive. • Reflective and open to feedback and professional development.	• Interest in developing a long-term career in SEND or educational support.
Safeguarding	• Demonstrates understanding of child protection and safeguarding procedures. • Committed to upholding the school's safeguarding and welfare responsibilities.	• Previous safeguarding training (e.g. DSL or Level 2 Child Protection).