

Employee Specification – Educational Teaching Assistant (Grade 7)



As an Educational Teaching Assistant at Southgate School, you will deliver a huge range of different strategies and approaches. You should be able to deliver learning under the supervision of the teacher to individuals and small groups of pupils. Our days can be challenging but deeply rewarding.

The successful candidate will:

- be committed to our whole school nurture approach.
- use personalised approaches to help pupils achieve their potential.
- be able to keep up physically with the demands of working within a Special School where pupils have complex needs.
- be resilient and able to reflect.
- have a passion for children's learning and wellbeing.
- have excellent communication and interpersonal skills, with an ability to work as part of a team.
- be confident, positive, calm, sensitive and tenacious.
- have Team Teach training or the equivalent (or be willing to undertake this training) and be calmly confident about using positive physical intervention when this is required.
- be committed to the safeguarding of children.

This document identifies the abilities that we require candidates to have to be an Educational Teaching Assistant at Southgate School. We have listed these abilities as Essential and Desirable.

To be shortlisted for the role of Educational Teaching Assistant, please demonstrate on your application form how you currently meet the essential and desirable criteria. If we receive many applications, we may have to shortlist based on the desirable criteria as well.

Application Form

	Ability / Experience / Skills	Essential / Desirable
1	An understanding and commitment to nurture and implementing nurture principles across the school	Essential
2	An understanding and commitment to Child Development and Learning	Essential
3	Experience of working with children/young people	Essential
4	Experience or ability to assist the class teacher in delivering the curriculum	Essential
5	Experience or the ability to work with children with Special Educational Needs, complex health needs and complex behaviour	Desirable
6	NVQ 3 for Teaching Assistants or equivalent qualifications or experience or the ability to work at this level	Desirable

We require you to be able to do the following and will test for these skills/abilities this during the recruitment process.

Interview Process

A	Ability to work as a team member
B	Ability to work with children/ young people with high anxiety
C	Ability to relate to children/young people from diverse/social backgrounds
E	Ability to communicate effectively with pupils and staff members
F	Ability to assist the teacher in planning class activities
G	Numeracy and Literacy skills to a level to assist pupil's with their work
H	Commitment to ongoing personal training and development
I	Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process.