

# Support Assistant

## Level 2

### Person Specification

#### 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/foundation stage curriculum
3	Experience of classroom organisation
4	Working towards Level 2 Basic Skills (Literacy and Numeracy) or equivalent competency

##### Desirable

5	First Aid Training
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#### 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	Experience of using ICT to support pupils in the classroom
2	Able to use language and other communication skills that children can understand and relate to.
3	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.
4	Able to consistently and effectively implement agreed behaviour management strategies.
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 use initiative and work independently at times
11	Able to work effectively as part of a team
12	Committed to achieving further professional development
13	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> <li>▪ Motivation to work with children and young people</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>▪ Emotional resilience in working with challenging behaviours</li> <li>▪ Attitude to use of authority and maintaining discipline.</li> <li>▪ Able to work in partnership with other agencies</li> </ul>
14	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

### Desirable

15	Knowledge of SEN Code of Practice
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### The following methods of assessment will be used:

Method	
Interview	Yes
Small Group Observation	Yes

### 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 Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Right to Work check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)



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