

Person Specification

Role: Individual Needs Assistant (INA)

School: All Saints C.E. Junior Academy, Hastings

Criteria	Essential	Desirable
Qualifications		
Qualifications and Education	Good general standard of education, particularly in English and Mathematics	NVQ Level 2 (or above) for Teaching Assistants, or equivalent
Experience		
Experience working in a school or similar setting	Experience of supporting pupils in a school or educational setting	Experience supporting pupils with SEND and knowledge of the SEND code of practice and inclusive strategies
Skills & Knowledge		
Safeguarding	Understanding of safeguarding, child protection and health and safety responsibilities in a school	
Supporting Learning	Ability to support pupils individually and in small groups to access learning activities	Experience of adapting resources to meet individual pupil needs
Behaviour and Inclusion	Ability to apply behaviour management strategies consistently and positively	Experience supporting pupils with behavioural or emotional needs
Personal Attributes		
Communication	Ability to communicate effectively with children and adults, and work collaboratively as part of a team	
Personal Qualities	Patient, caring, flexible and able to respond calmly to pupils' needs	Experience working in a fast-paced or challenging environment
Professionalism	Ability to maintain confidentiality and work within school policies and procedures	Willingness to undertake further training and development

Shortlisting will be based on the Essential criteria.