

**WARGRAVE HOUSE SCHOOL & COLLEGE**  
**PERSON SPECIFICATION – Senior Teaching Support Assistant (STSA)**

	DESCRIPTION	Essential	Desirable	
	GCSE Grade C/4 or above in English Language and Mathematics (or equivalent qualification such as Level 2 numeracy and literacy)	x		Application form (proof of qualifications to be provided at interview)
	Other Level 2 or 3 qualification in a relevant educational discipline e.g. NCFE CACHE Level 2/3 Certificate	x		
	Additional training in autism (e.g. Rebound Therapy; TEACCH)	X		
	Recognised accredited qualification in autism e.g. ELKLAN	L2		
EXPERIENCE	Minimum of 2 years' experience of working with Children or young adults in a SEN setting	X		Application Form Interview References
	Minimum of 2 years' experience of working with Children or young adults in a front facing role within an educational setting	X		
	Minimum of 1 years' experience supporting young people with autism	X		
	Experience of working in a multi-disciplinary team	X		
	Planning, preparation and delivery of learning activities	x		
	Assessment and recording progress	x		
KNOWLEDGE	Robust knowledge of the Post-16 and Adult Core Curriculum and RARPA (Recognising and Recording Progress and Achievement)** <b>and/or</b> of the National Curriculum and assessment**	X		Application Form Interview
	Detailed knowledge of the Post-16 and Adult Core Curriculum and RARPA (Recognising and Recording Progress and Achievement)** <b>and/or</b> of the National Curriculum and assessment**	X		
	Awareness of implementation of legislation relating to safeguarding and online safety	X		
	Understanding of autism and barriers to learning and specialist strategies to overcome these	X		
	Understanding how curriculum and class-based sessions are crafted to provide students with individualised learning opportunities	X		
	Positive intervention strategies to address challenging behaviours	X		
	How to support planning, preparation and delivery of learning activities	X		
	Strategies for supporting autistic children or young people	X		
SKILLS	Excellence in day-to day contribution and reliability	X		Application Form Interview
	Competent in the use of information technology and relevant software packages e.g. Office, Boardmaker	X		
	Ability to motivate and inspire others	X		
	The ability to effectively manage learners/students with challenging behaviours	X		
	Ability to set and work to deadlines	X		
	Willingness to lead and take part in extra-curricular activities	X		
	Ability to communicate effectively and accurately orally and in written form	X		
	Ability to use a total communication approach	x		
	Good organisational skills, time management and execution of tasks	X		
PERSONAL QUALITIES AND ATTRIBUTES	Passion For working with autistic young people	X		Application Form Interview References
	To be prepared to undertake training requirements of the position	X		
	Supportive, positive and non-judgemental attitude	X		
	Commitment to safeguarding and promoting the welfare of vulnerable children/young adults	X		
	Positive and resilient individual with drive, integrity, a cheerful disposition and a sense of humour	X		
	Commitment to personal and professional development	X		
	Ability to be flexible and work between both school/college and across sites if required	X		
	Commitment to a high level of learner/student achievement and to continuous quality improvement	X		
	Confidentiality	X		
	An excellent team player	X		
	Passion for raising standards across the service	X		
	Ability to work under pressure and meet deadlines	X		
	Commitment to equality, diversity and inclusion	X		
	Flexible and very responsive in approach to teaching styles and methods	X		
	Sensitivity, diplomacy and tact	X		
Commitment to actively promoting the policies and procedures of the School/college	X			



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\* If a candidate does not have the required qualification then, at the discretion of Wargrave House Limited, their application may still be considered with the expectation that they obtain this within 6 months of their employment.

\*\* Whilst successful candidates may be asked to work across any phase of the provision, candidates are expected to have an understanding of either the Post-16/Adult Core Curriculum or National Curriculum depending on the current vacancies.

Wargrave House Limited operates a safe recruitment process. Appointment to the post will be subject to suitable references and an enhanced Disclosure Barring Service check. Wargrave House Limited is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.