

The Orchard School – Person Specification -Teaching Assistant



School: The Orchard School

Post: Teaching Assistant

Salary: Kent Range KSB + SEN Allowance

Hours: 32.5 hours per week, Term Time only + 5 CPD days

Responsible to: Class Teacher and Assistant Headteacher

At The Orchard School, we believe that 'Everyone Matters and Everyone Cares'. We are looking for a nurturing, reliable and reflective individual who is committed to our therapeutic approach, values strong relationships and is passionate about helping pupils with SEMH needs succeed.

Essential Criteria

- GCSE or equivalent in English and Mathematics at Grade A*-C
- Experience of working with children or young people in an educational or support setting
- Understanding of SEMH needs and the importance of a therapeutic, relational approach to support
- Ability to work calmly, consistently and with emotional sensitivity
- Strong communication skills and ability to work effectively as part of a team
- Willingness to undertake training including Therapeutic Thinking and safeguarding
- A commitment to promoting the values of The Orchard Way: Trust, Belonging, Aspiration, Voice, Pride and Curiosity
- Commitment to safeguarding and promoting the welfare of children and young people

Desirable Criteria

- Experience of working with pupils with SEMH or additional needs in a school setting
- Knowledge of strategies to support emotional regulation and positive behaviour
- Experience of implementing EHCP targets or personalised learning plans
- Training or experience in Therapeutic Thinking or similar behaviour approaches
- Ability to adapt learning resources and break down tasks for access and engagement
- Experience of using visual supports, sensory tools or communication aids

Personal Qualities

- Warm, patient and compassionate
- Able to build strong, trusting relationships with pupils and colleagues
- Resilient and solution-focused in the face of challenges
- Able to remain calm and regulated in high-pressure situations
- Reflective, open to feedback and keen to develop professionally
- Flexible and able to respond to the needs of a dynamic school environment