

PERSON SPECIFICATION

Teaching Assistant

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Level 2 qualification in English and Mathematics	X		Application/ Interview/ Task (if applicable)
NVQ Teaching Assistant qualification		X	
Phonics training		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth.	X		Application Interview Task
Are brave in leadership decision-making, being innovative and forging new paths.	X		
Are curious to identify solutions based on rigorous evidence and research.	X		
Are determined to overcome obstacles and resilient in the face of challenge.	X		
Are fast and nimble to address emerging needs and underperformance.	X		
Are good, moral, truthful and treat others with respect.	X		
Are open-minded to bringing about extraordinary change which may challenge the norm.	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience working with young children	X		Application Interview Task
Knowledge and experience in early years/Key Stage 1/Key stage 2 and the English National Curriculum structure	X		
Experience providing in-class support to students		X	

Experience planning and delivering targeted interventions		X	
Experience working with parents, families and a range of other professionals		X	
Experience working with students with challenging behaviour		X	
Experience contributing to Individual Education Plans		X	
Knowledge of the different ways in which children learn		X	
Skills	Essential	Desirable	How Identified
Sensitivity and understanding with the ability to teach pupils how to do something.	X		Application Interview Task
Excellent verbal communication skills active listening skills	X		
Good IT skills	X		
Patience and the ability to remain calm in stressful situations	X		
Ability and willingness to participate in INSET days and attend courses for professional development	X		
Ability to prioritise workload effectively to meet deadlines	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community.	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context.	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people.	X		Application Interview Task
Demonstrates up-to-date knowledge of relevant legislation and guidance in relation to working with young people.		X	