

Sedgefield Community College
Enhanced Teaching Assistant
Person Specification/Selection Criteria



Please ensure that you read the person specification carefully as this will be used to assess candidates as part of the shortlist and interview process.

Essential to carry out role minimum required standard

Desirable but not essential to carry out role.

Key

E-Essential, D-Desirable, A-Application, I-Interview, R-Reference

	Essential/Desirable	Assessment
Qualifications		
GCSE Maths and English (Grade C or above) or equivalent.	E	A
Achieved or willing to work towards CACHE Level 2 or QTS.	E	A
Professional Experience / Skills / Abilities		
Experience of operating in a support role within a Secondary school.	D	A/I/R
Evidence of working closely with 11 to 16 year old students of mixed ability.	D	A/I/R
Experience supporting low ability students	D	A/I/R
Experience delivering Literacy/Numeracy development programmes	D	A/I/R
Experience of working with students who have restricted mobility and/or wheelchair users	D	A
The ability to utilise IT software	E	A/R
Practical knowledge of policies and procedures relevant to child protection and health and safety.	D	A/I/R
Willingness to expand on own practice through CPD and training opportunities.	E	A
Trained First Aider/willingness to train as one and take on the role.	E	A/I/R
Ability to communicate effectively both written and orally	E	A/I/R
Full driving licence	E	A
Personal Skills and Qualities		
The ability to build personal relationships based on integrity and trust.	E	A/I/R
A commitment and a determination to ensuring high achievement for all pupils.	E	A/I/R
An effective team member who demonstrates a willingness to play a positive role in areas beyond his/her specific responsibilities.	E	A/I/R
Excellent interpersonal skills.	E	A/I/R
A willingness to contribute to the wider life of the school.	E	A/I/R
High professional standards.	E	A/I/R
Excellent interpersonal skills	E	A/I/R
Committed to the principles of equality and diversity.	E	A/I/R
Willingness to expand on own practice through CPD and training opportunities.	E	A
Professionalism, flexibility, integrity and reliability	E	A/I/R

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people.
- ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- emotional resilience in working with challenging behaviours.
- attitudes to use of authority and maintaining discipline.

Any offer of employment will be subject to receipt of a satisfactory Enhanced Disclosure and Barring Service check.

Sedgefield Community College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.