Person Specification

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| **Teaching Assistant** | **Essential** | **Desirable** |
| **Qualifications** | * Grade C in English and Maths at GCSE or equivalent * NOTE: Degree level education if wishing to pursue a Teaching Qualification longer term | * Post 16 Education |
| **Professional Development** | * Evidence of a commitment to own professional and personal development * Ability to improve your own practice | * Recent relevant training * Training in relevant learning strategies e.g. literacy or numeracy. |
| **Experience** | * Ability to relate well to children and adults * Basic understanding of barriers to child development and learning * General awareness of Inclusion, especially within a school setting | * Previous experience of supporting pupils in small groups and in the classroom * Experience of working with pupils in Key Stage 3 and 4 * General understanding of the national curriculum and other basic learning programmes/techniques |
| **Knowledge** | * A good ‘general’ knowledge * Breadth of curriculum knowledge including English, Maths, Science and Humanities * Awareness of how to provide support for structured learning activities or learning programmes, taking into consideration pupils learning needs * Appreciation of procedures relating to child protection, health, safety and security, confidentiality and data protection * Understanding of the need to maintain confidentiality | * Understanding of how to provide support for, or teaching of, structured learning activities or learning programmes. * Have an awareness of the SEND Code of Practice * Understanding of Literacy or Numeracy programmes. |
| **Skills**   * The ability to build and maintain positive and productive relationships with adults, pupils and parents * Able to promote good pupil behaviour, and deal promptly with conflict and incidents * Experience of working as part of a team appreciating and supporting the role of other people in the team * The ability to manage and drive change * Initiative and flexibility | | |
| **Commitment**   * Interest in education and improving the lives of young people * Interests outside of work that may benefit pupils beyond the classroom | | |
| |  | | --- | | **Personal**   * Energy, enthusiasm and flexibility * Good health and fitness * Good attendance record * Sense of humour and a positive outlook on life * Ability to work under pressure and a determination to succeed | | | |