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
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| **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.
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| **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
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| **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.
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| **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
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| **Commitment** * Interest in education and improving the lives of young people
* Interests outside of work that may benefit pupils beyond the classroom
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| **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
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