

**Person Specification - Teaching Assistant**

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|  | **Essential** | **Desirable** | **How Assessed** |
| **Qualifications:** |
| GCSE grade C or above (or equivalent in both English and Mathematics) | ✓ |  | Application Form |
| Requirement to participate in training/development as/when identified by line manager as essential for the performance of the post | ✓ |  | Application Form/ Interview |
| Willingness to participate in other development and training opportunities | ✓ |  | Application Form/ Interview |
| **Experience:** |
| A proven record of working with young people |  |  | Application Form/ Interview |
| Proven experience of working with children of relevant age in a learning environment |  | ✓ | Application Form/ Interview |
| **Personal and Professional Skills Attributes:** |
| Good Literacy Skills | ✓ |  | Application Form/ Interview |
| Creativity and flexibility |  |  | Interview |
| Highly motivated and Enthusiastic | ✓ |  | Application Form/ Interview/Reference |
| Ability to engage constructively with, and relate to, a wide range of young people from different backgrounds | ✓ |  | Application Form/ Interview |
| Ability to set own agenda after planning with other staff |  |  | Interview  |
| The ability to motivate and enthuse students | ✓ |  | Application Form/ Interview |
| Ability to work as a member of a team | ✓ |  | Application Form/ Interview/Reference |

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|  | **Essential** | **Desirable** | **How Assessed** |
| An ordered and systematic approach to organization of workload | ✓ |  | Application Form/ Interview/Reference |
| Ability to work effectively with teaching staff | ✓ |  | Application Form/ Interview |
| Good interpersonal skills | ✓ |  | Application Form/ Interview/Reference |
| A commitment to working to strict deadlines | ✓ |  | Application Form/ Interview |
| Ability to self-evaluate learning needs and actively seek learning opportunities | ✓ |  | Application Form/ Interview |
| Ability to demonstrate and promote good practice in line with the ethos of the School | ✓ |  | Application Form/ Interview |
| Understanding of safeguarding issues and promoting the welfare of children and young people | ✓ |  | Interview |
| Suitability to work with children | ✓ |  | Application Form/ Interview/Reference |
| A solid belief in the inclusion of all students in a full educational experience  | ✓ |  | Application Form/ Interview  |