



Person Specification – Teaching Assistant

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

ATTRIBUTE	ESSENTIAL	DESIRABLE
Qualifications and Training	Grade 5 or above at GCSE (or equivalent qualification in) English and Maths. Enhanced DBS	5 or more GCSEs (or equivalent qualification) at Grade 5 or above
Experience	Experience of working with children or young adults Experience of working with individuals or small groups Ability to react to situations appropriately and follow procedures	Interest in developing positive relationships Well organised Interest in developing children's educational experiences Interest in difficulties faced by individuals
Skills	Ability to relate to children, young adults and adults. Good communication skills in English, including competence in literacy, numeracy and ICT Ability to modify lesson materials Ability to meet the need of any student. Ability to be involved all training required to meet the needs of students. Interest in student welfare and a respect for the difference in people Tact and diplomacy Good time management and organisational skills	Potential to change attitudes and question own values Ability to prioritise and judge relative significance of conflicting demands Ability to contribute to reports and assessment in a child's learning Ability to meet parents / professionals
Knowledge	Understanding of the general workings of a school	Knowledge of SEN including specific difficulties
Disposition	Enthusiasm, Warmth Team player Patient Sense of humour Flexible Enjoys a challenge Ability to remain calm under pressure Anti-discriminatory and aware of prejudice	Commitment to training Willing to learn and evaluate practice Willingness to seek advice and support