

TEACHING ASSISTANT 2 – PERSON SPECIFICATION

Attributes	Essential	Desirable	Essential criteria evidenced by – AF (Application Form); T (Test); I (Interview); R (References)
Education, Training and Qualifications <i>(evidence of qualifications will be required at interview)</i>	E1 - Level 2 or equivalent qualification in English/Literacy and Mathematics/Numeracy.	D1 Relevant NVQ Level 2 or equivalent	AF
Experience	E2 - Experience of working with young people (11 years +).	D2 - Experience of working in a co-educational establishment with young people (11 years +). D3 - Experience of supporting students with challenging or apathetic behaviour. D4 - Experience of working with EAL and SEND students of relevant age (KS3-4).	AF/Interview/References
Knowledge, Skills and Abilities	E3 - Have confidence to assist students on an individual basis, in small group and whole class work. E4 - Ability to explain tasks simply and clearly and foster independence. E5 - Ability to supervise students and adhere to defined behaviour management policies. E6 - Ability to relate well to children. E7 - Ability to be extremely flexible to adapt to changing priorities/needs. E8 - Ability to liaise and communicate effectively with others. E9 - Ability to demonstrate good organisational and time management skills. E10- Ability to reflect on and develop professional practice. E11- Ability to demonstrate emotional intelligence. E12 -Enthusiasm for supporting students with differing needs/abilities.	D5 - Knowledge of classroom roles and responsibilities. D6 - Knowledge of Foundation Stage/National Curriculum. D7 - Knowledge of numeracy and literacy strategies.	AF/Interview/References/Test

	E13 -Ability to make effective use of ICT. E14 -Excellent communication and motivational skills to engage young people. E15 -Be reliable, have patience and understanding and be a team player. E16 -Ability to set and maintain high professional standards. E17 -Ability to maintain strict confidentiality. E18 -Ability to work flexibly with people. E19 -Knowledge of the diverse demands of working in a multi-cultural environment.		
Personal Qualities	E20 -Firm but friendly approach. E21 -Self-motivated and confident. E22 -Willingness to be flexible on working hours at times, according to the needs of the school. E23 -Positive and enthusiastic. E24 -A commitment to high standards. E25 -Discretion and sensitivity.		AF/Interview/ References
Other	E26 -Satisfactory attendance record/commitment to sustained and regular attendance at work. E27 -Have a passionate belief in our schools' mission statement, including education in an inclusive school and the belief that all students can make outstanding progress with the best support. E28 -Be someone who will show initiative and enthusiasm to be involved in all aspects of school life. E29 -Commitment to undertake in-service development. E30 -To work within school policies and procedures. E31 -To contribute to the provision of an effective environment for learning. E32 -To support the promotion of positive relationships. E33 -To positively promote the school to support the marketing strategy. E34 -To take care of their own and others health and safety. E35 -Commitment to safeguarding and protecting the welfare of children and young people.		AF/Interview/ References