

## Person Specification – Teaching Assistant

Candidates who apply for this post should write a personal statement to illustrate how they meet the criteria in sections 2-5:

|                                           | Essential Criteria to be used for Short-listing                                                                                                                                                                                                                                                                                                                                                               | Desirable Criteria                                                                                                                                                                                                                                                                                                                                  |
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| <b>1. QUALIFICATIONS:</b>                 | a) English and Maths to GCSE standard or equivalent                                                                                                                                                                                                                                                                                                                                                           | b) Childcare qualification such as QCF/NVQ Level 2 or 3                                                                                                                                                                                                                                                                                             |
| <b>2. EXPERIENCE:</b>                     | a) Experience of working with primary aged children with special educational needs                                                                                                                                                                                                                                                                                                                            | b) Experience of working in a primary school classroom as a teaching assistant<br>c) Successful experience of supporting children's independence in learning and impacting on their progress<br>d) Experience of using strategies or interventions to support children with specific special educational needs e.g. ASD, ADHD, dyslexia or deafness |
| <b>3. KNOWLEDGE / SKILLS / ABILITIES:</b> | a) An ability to recognise and respond to the needs of individual children<br>b) Effective communication skills<br>c) Ability to work effectively and collaboratively with others<br>d) Ability to contribute to a calm, caring ethos, build good relationships with children and promote high standards of behaviour and language development<br>e) Knowledge and understanding of special educational needs | e) Good knowledge and understanding of the school curriculum<br>f) An understanding of how to contribute effectively to planning, assessment and review of children's progress                                                                                                                                                                      |
| <b>4. OTHER REQUIREMENTS:</b>             | a) Commitment to the school's values<br>b) Commitment to the Local Authority's Equal Opportunities Policy in providing quality education to all children<br>c) Understanding of how to ensure a safe working environment and promote the welfare of children<br>d) Recent, relevant professional development                                                                                                  |                                                                                                                                                                                                                                                                                                                                                     |

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| <b>5. PERSONAL<br/>ATTRIBUTES:</b> | a) Energetic, empathetic and flexible<br>b) High aspirations for all children<br>c) Open to advice and professional development | d) A good sense of humour |
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