



# SOUTH WESTMORLAND MULTI ACADEMY TRUST

## Teaching Assistant

### Person Specification

*While the list below is exacting, it is understood that different qualities will be exhibited to different degrees.*

**The criteria below will be assessed using a combination of the letter of application, interview process and references. Candidates will be expected to completed a number of technical tasks at interview in order to assess their competence**

Criteria	Essential	Desirable
<b>Qualifications &amp; Experience</b>		
Qualification at level 3 or equivalent		√
Qualification related to child care or special educational needs		√
Experience appropriate to working with children in an educational setting	√	
<b>Skills and Knowledge</b>		
Good written and verbal communication skills	√	
Able to communicate effectively and clearly with a range of staff, children, young people, their families and carers.	√	
Ability to use ICT in particular Microsoft office applications		√
Good understanding of child development and learning processes.		√
The ability and confidence to apply the school's Rewards and Behaviour Policy in an appropriate way	√	
<b>Personal Qualities</b>		
The ability to work successfully in a team	√	
A smart and business like personal appearance conforming to the school dress code	√	
Excellent interpersonal skills	√	
The ability to ensure a sensible work life balance	√	
A sense of humour, flexibility and proportion to approach the post in a well-balanced way	√	
<b>Other Requirements</b>		
To be committed to the school's policies and ethos	√	
To be committed to Continuing Professional Development	√	
Motivation to work with children and young people.	√	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	√	
Emotional resilience in working with challenging behaviour and attitudes to authority and maintaining discipline.	√	

To assist in ensuring that Dallam School's equalities policies are considered within the school's working practices	√	
Confidentiality	√	
<b>Safeguarding</b>		
All the requirements of Dallam's safer recruitment procedures	√	