Teaching Assistant – Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Experience	Supporting children's learning in a school.	Some understanding and awareness of SEN
	Understanding the principles of child development and learning processes gained from working with children in a learning environment	
	Knowledge and experience of resources to support learning	
Knowledge / Skills	Good understanding of areas of learning, e.g. literacy, numeracy, science, SEN or Early Years	
	Understanding of relevant policies/ codes of practice	
	Use of other equipment technology – video, photocopier. Effective use of ICT to support learning	
	Well developed interpersonal skills to be able to relate well to a wide range of people. To build and maintain effective relationships with all pupils and colleagues	
	Work constructively as part of a team whilst being able to demonstrate initiative	
	Good communication skills and be able to adapt you own approach in accordance with children's needs	
	To work with children at all levels regardless of specific individual needs to create an inclusive setting	
	To promote the school's values and ethos and be a good role model.	
Qualifications/ Training	Good numeracy and literacy skills (GSCE/O-Level A- C Grade)	Experience of supporting pupils with SEN/Support Plan.
	NVQ Level 2 or equivalent in Early Years or Teaching Assistance	

	First Aid training as appropriate (e.g. emergency first aid course)	
Personal Qualities and Attributes	Honest Trustworthy Reliable Enthusiastic Shows initiative	Willing to participate in school activities out of hours if necessary Sense of humour
	Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.	
	Takes responsibility and accountability	
	Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to an effective service	
	Has the ability to learn from experiences and challenges	
	Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.	

The post will be subject to an enhance disclosure and barring service check and other pre-employment checks including online social media checks.

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- **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 behaviours and**
- **Attitudes to use of authority and maintaining discipline.**