

APPOINTMENT OF 1:1 TEACHING ASSISTANT – 30 hrs/pw PERSON SPECIFICATION/SELECTION CRITERIA

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

A. TRAINING AND QUALIFICATIONS

	Essential/Desirable	Evidence
Minimum NVQ 2 for Teaching Assistants or equivalent	E	Application
Recent participation in relevant training (such as SEND and behavioural strategies)	D	Application

B. EXPERIENCE

	Essential/Desirable	Evidence
Recent experience of working as Teaching Assistant in a Primary school	E	Application/Interview/Reference
Experience of working with children with complex needs	E	Application/Interview/Reference
Previous experience of working as a 1:1 TA	D	Application/Interview/Reference
Working with multi-professional agencies and incorporating their recommendations into daily practice.	D	Application/Interview/Reference
Recent experience of SEND	E	Application/Interview/Reference

C. KNOWLEDGE AND UNDERSTANDING

	Essential/Desirable	Evidence
An understanding of how a child's emotional needs will impact upon learning	E	Application/Interview/Reference
General understanding and knowledge of the EYFS curriculum	E	Application/Interview/Reference
Basic understanding of child development and learning	E	Application/Interview/Reference
Ability to recognise and identify problems	E	Application/Interview/Reference

D. SKILLS

	Essential/Desirable	Evidence
Experience supporting non-verbal individuals	D	Application/Interview/ Reference
Confident in meeting intimate care needs appropriately and with dignity	E	Application/Interview/ Reference
Has the ability to communicate sensitively with children, parents, professionals and staff	E	Application/Interview/ Reference
The ability to motivate and engage children	E	Application/Interview/ Reference
Confident with managing challenging behaviours	E	Application/Interview/ Reference
The ability to cope with many and varied responsibilities	D	Application/Interview/ Reference
Proactive and able to adapt activities to the needs of the pupil	E	Application/Interview/ Reference

E. PERSONAL ATTRIBUTES

	Essential/Desirable	Evidence
To be an effective team player that contributes to the staff team	E	Application/Interview/ Reference
To seek advice appropriately and act on it	E	Application/Interview/ Reference
To be a calm, positive and patient role model	E	Application/Interview/ Reference
To be punctual, reliable and well-presented	E	Application/Interview/ Reference
To be well organized in time management and paperwork.	E	Application/Interview/ Reference
Ability to maintain confidentiality in all school matters	E	Application/Interview/ Reference
A willingness to undertake further professional development	E	Application/Interview/ Reference
Able to support and actively uphold the Christian ethos of the school	E	Application//Interview/ Reference