

# Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

**Essential:** Requirements without which the job could not be done.

**Desirable:** Requirements that would enable the candidate to perform the job well.

**Evidence:** **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
<b>Qualifications and Professional Development</b>			
GCSE or equivalent in English and Maths	X		A
NVQ 3 for Teaching Assistants or equivalent qualification or experience		X	A
<b>Experience</b>			
Experience working with children of relevant age in a learning environment	X		A,I,R
Very good numeracy/literacy skills	X		A
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	X		I,R
Training in the relevant strategies e.g. literacy and/or in particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE etc.	X		A,R
Use of other equipment technology, video, photocopier		X	A
Working knowledge of curriculum and other relevant learning programmes/strategies	X		A,I,R
<b>Professional Knowledge and Understanding</b>			
Understanding of principles of child development and learning processes	X		A,I,R
Full working knowledge of relevant polices/codes of practice/legislation	X		A,I,R
Ability to deal in a calm and confident manner with behavioural issues		X	R

Ability to work with children from a wide range of social and cultural backgrounds.	X		A,I,R
<b>Personal Skills and Attributes</b>			
Ability to have positive interactions with adults and children of all ages	X		A,I,R
Able to maintain confidentiality at all times about school issues, within school and in the wider community.	X		A,R
Ability to deal effectively with minor accidents and injuries		X	A,I,R
Can use ICT effectively to support learning	X		A,I,R
Ability to self-evaluate learning needs and actively seek learning opportunities	X		R
<b>Other</b>			
A willingness to promote the ethos of the school	X		A
Commitment to the School's Equal Opportunities Policy and Acceptance	X		A