**Person Specification Form**

**Post Title – Intervention & Behaviour Teaching Assistant TA3**

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| **Personal Attributes required (on the basis of the job description)** | **Essential (E) or Desirable (D)** | **To be identified by: (eg application form, interview, reference. test etc)** |
| **Qualifications:**  Recognised and relevant qualification TA3.  GCSE grade C/4 or equivalent in English and Maths  Qualified as TA3 | E  E  E | A  A/T  A |
| **Experience:**  Experience of working with children in Key Stage 1 &2    Experience of working as a class TA  Experience of working with small groups  Experience of working with parents of pupils with additional needs  Proven ability and experience in excellent behaviour management, including children with challenging behaviour | E  D  E  E  E | A,R, I  A, I  A, I  A,I  A,I |
| **Knowledge/skills/abilities:**  Ability to relate well to children  Ability to work as part of a team  Good communication skills, oral and written  Ability to relate well to parents/carers  Ability to supervise and assist pupils    Good time management skills and organisational skills  Knowledge of classroom roles and responsibilities  Knowledge of the concept of confidentiality  Knowledge of basic safeguarding in the classroom  Ability to make effective use of ICT linked to the role  Ability to assess children’s development particularly social & emotional    Ability to assist with planning, and to deliver work programmes planned by classroom teacher/ Pupil & Family Support Manager  Ability to build good relationships with other staff including teachers and senior leaders  Flexible attitude to work  Knowledge/experience and aptitude to work with of pupils with SEND particularly those with occasional dysregulated behaviour | E  E  E  E  E  E  E  E  E  E  E  E  E  E  E | A,I  A,I  A,I,  A,I  A,I  A,I  A,I  I  I  I  I  A,I  A,I  A,I  A,I,R  A,I,R |
| **Other:**  Commitment to own professional development and to undertake in –service development  Commitment to safeguarding and protecting the welfare of children and young people  Satisfactory attendance record/commitment to regular attendance at work  Fully uphold and support the school’s Christian ethos (NB It is not essential to provide a faith reference on the application form.)  Commitment to work hard | E  E  E  E  E | I  I  A,R,I  A,R, I  I |