Berkswell CE Primary School  
**Person Specification**

**Position:** KS2 Teaching Assistant

The successful candidate will have the ability to motivate and inspire those that they work with, break through the barriers of expectations and harness all opportunities to create a climate of success and achievement for all.

Teaching Assistants at Berkswell will want to make a difference. They will be ready for a challenge and will bring a wealth of innovative and outstanding ideas to engage all stakeholders. Our Teaching Assistants will be approachable and consistent; they will give and earn respect from our pupils, staff and parents.

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| --- | --- | --- | --- |
|  | Essential | Desirable | Evidenced in |
| **Qualifications** |  |  |  |
| Level 3 equivalent qualification | ✓ |  | Application |
| Evidence of continuous professional development | ✓ |  | Application  Interview |
| First Aid qualified |  | ✓ | Application  Interview |
| **Experience** |  |  |  |
| Experience working within a school setting | ✓ |  | Application Interview  References |
| Experience of using strategies to manage challenging behaviour | ✓ |  | Application Interview |
| Experience of supporting young people of all abilities including those with SEN, EAL and /or who are Gifted and Talented | ✓ |  | Application Interview References |
| Experience of delivering specific intervention programmes | ✓ |  | Application Interview References |
| Experience of developing and delivering consistently effective monitoring and tracking of pupils’ successes and areas for development |  | ✓ | Application Interview References |
| **Knowledge and Skills** |  |  |  |
| Understanding of how to monitor and track the progress of pupils | ✓ |  | Application  Interview |
| Understanding of how it is important to create a culture of high expectations | ✓ |  | Application Interview |
| An understanding of the complex lives that some young people lead | ✓ |  | Application  Interview References |
| Knowledge of child learning processes and Special Educational Needs | ✓ |  | Application  Interview References |
| Ability to manage a demanding workload, work under pressure and deal with conflicting demands |  | ✓ | Application  Interview References |
| Ability to understand and implement behaviour management policies | ✓ |  | Application Interview |
| Experience of supporting the KS2 curriculum | ✓ |  | Application  Interview |
| Experience of supporting groups in preparation for the end of key stage assessments |  | ✓ |  |
| **Personal Attributes** |  |  |  |
| Resilience – the ability to remain calm and work well under pressure | ✓ |  | Application Interview References |
| Ability to use initiative to respond to unexpected problems using recognised procedures and policies as a guide | ✓ |  | Application Interview  References |
| Excellent communication skills (including written, oral and presentation skills) | ✓ |  | Application  Interview References |
| A commitment to safeguarding and promoting the welfare of children and young people | ✓ |  | Application  Interview References |
| Ability to work creatively and collaboratively | ✓ |  | Application Interview |
| Flexible and open to continuous change | ✓ |  | Application  Interview |
| Commitment to our pupils and their learning, wellbeing and safety | ✓ |  | Application Interview |
| Committed to equality | ✓ |  | Application Interview |
| Able to build and maintain successful and purposeful relationships, working effectively within a team | ✓ |  | Application  Interview |