Norfolk Community Primary School

**PERSON SPECIFICATION TEACHING ASSISTANT LEVEL 3**

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| **Minimum Essential Requirements** | **Method of Assessment** |
| **Skills/ Knowledge** |  |
| General understanding of curriculum and ability to personalise this and differentiate to meet the needs of each  student | Application Form/Interview |
| Understanding of principles of child development and learning processes | Application Form/Interview |
| Ability to self-evaluate learning needs and actively seek learning opportunities | Application Form/Interview |
| Ability to relate well to children and adults | Application Form/Interview |
| Work constructively as part of a team, understanding classroom roles and responsibilities and your own position  within these. | Application Form/Interview |
| Understanding of different approaches and methods to support learning for students with complex needs, such as Intensive Interaction, Attention Autism, Nurture Practice,  and Sensory Strategies | Application Form/Interview |
| Can use ICT effectively to support learning | Application Form/Interview |
| Use of other equipment technology – video, photocopier. | Application Form/Interview |
| Have sound speaking and listening skills and ability to adapt communication style to meet the communication needs of  individual students | Application Form/Interview |
| Understanding principles of de-escalation techniques and managing difficult situations safely and calmly. | Application Form/Interview |
| Have a caring positive attitude towards student welfare | Application Form/Interview |
| Have experience of students with special educational needs | Application Form/Interview |
| Can maintain trust and confidentiality where appropriate | Application Form/Interview |
| Can assist the school in forming a partnership with parents | Application Form/Interview |
| Have sufficient practical and organisational skills to contribute to the preparation and management of  educational resources | Application Form/Interview |
| Can complete and maintain students’ records efficiently | Application Form/Interview |
| Understand Trauma Informed Practice, and be able to demonstrate empathic listening skills | Application Form/Interview |
| Be able to use initiative and take lead in small group situations where necessary | Application Form/Interview |
| **EXPERIENCE, QUALIFICATIONS AND TRAINING** |  |
| NVQ 3 for Teaching Assistants or equivalent qualification or experience. | Application Form |
| Appropriate First Aid training | Application Form. |
| Good numeracy/literacy skills | Application Form. |

Updated Dec 2022