

Person Specification

Victoria Park Primary School Teaching Assistant Point 15 - 18

Short listing will be based on the criteria listed below. Applicants should therefore show in their application how their skills and experience match those criteria.

Method of assessment: A (application form); I (interview); C (certificates).

Knowledge/Qualifications:	Essential / Desirable (E / D)	Method of assessment
 Capability to achieve GCSE grade C in English & Maths. Skills of empathy, listening, communication and responding with appropriate language to build rapport with children from a variety of ages, abilities and backgrounds. 	E E	C A/I
GCSE Grade C or above [or equivalent in English & Maths], plus at least three other academic subjects	D	С
 Experience working with pupils with SEND in a primary setting. Previous, varied experience of working with children in an educational 	D D	A / I A / I
 setting. Understanding of how different children develop and learn and the experience to identify and apply appropriate processes to achieve 	D	A/I
progression.Understanding of the role of the class teacher and of the parent in	D	A/I
 developing and maintaining an effective learning environment. Knowledge of pediatric first aid. 	D	A/I
Abilities and Aptitudes	Essential / Desirable (E / D)	Method of assessment
Ability to carry out duties without supervision. Commitment to high educational, professional and personal standards	Е	A/I
Aptitude to develop a knowledge of the role within an education environment. Commitment to the schools' ethos and values	E	A/I
 Flexible, adaptable and positive attitude to working in a structured environment. 	E E	A / I A / I
 Communication skills to promote and develop effective working with pupils and colleagues. 	E	A/I
The ability to contribute effectively to the workload and responsibilities of a team.	D	A/I



Ability to work on own initiative, including recognition of when and how to refer issues elsewhere for effective resolution.	D	A/I
Experience:	Essential / Desirable (E / D)	Method of assessment
Experience of working in a setting subject to Safeguarding, Health & Safety, Hygiene, Child Welfare & Protection regulations.	E/D	A/I
Other Requirements:	Essential / Desirable (E / D)	Method of assessment

We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Cathedral Schools Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

Cathedral Schools Trust recognises the strength in diversity. Our schools have a wide range of cultural, socio economic and religious influences and we use this to ensure that we broaden our understanding of each other and the world. We welcome applications of all backgrounds but particularly welcome those from BAME backgrounds as we recognise that our staff team does not currently reflect the diversity of our student body.

As part of our commitment to equal opportunities, we ask that all applications are made using our application form and are accompanied by an equal opportunities form. The equal opportunities form is anonymous and is not shared with the shortlisting panel.