**PERSON SPECIFICATION**

**JOB TITLE: Teaching Assistant C DEPARTMENT: Education**

**GRADE: 3**

**PREPARED BY: DATE: 11th May 2022**

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| --- | --- | --- | --- |
| **E** | **= ESSENTIAL** | **SOURCE OF EVIDENCE - APPLICATION =**  | **A** |
| **D** | **= DESIRABLE** |  **TEST =** **INTERVIEW =**  | **T****I** |
|  | **1. EXPERIENCE, direct work experience, other relevant experience. W =** |  |
| **E** | Experience of working with or caring for children in group setting of relevant school age. | **A/I** |
| **D** | Record keeping and administrative experience. | **A/I** |
|  |  | **A/I** |
|  | **2. KNOWLEDGE, without which the job cannot be done effectively. W =**  |  |
| **E** | Basic first aid. | **A/I/T** |
| **E** | Some understanding of the area of safeguarding within schools. | **A/I/T** |
| **E** | Some understanding of child development. | **A/I** |
| **D** | Some understanding / experience of children with SEN. | **A/I** |
|  |  | **A/I** |
|  | **3. SKILLS & ABILITIES, Essential/Capable of doing, Desirable/Able to train. W =** |  |
| **E** | Basic ICT skills. | **A/I** |
| **E** | Good communication skills – able to adapt them appropriately including willingness to learn Makaton. | **A/I** |
| **E** | Some understanding of positive behaviour management strategies and willingness to undertake PROACT SCIP UK® training. | **A/I** |
|  |  | **A/I** |
|  | **4. QUALIFICATIONS, TRAINING & EDUCATION, also identify training to be given. W =** |  |
| **E** | English and Maths GCSE or equivalent. | **A/I** |
| **D** | Science and one other subject area GCSE or equivalent. | **A/I** |
| **D** | First aid certificate. | **A/I** |
| **D** | May require relevant certifications including evidence of fluency in English Language | **A/I** |
|  | **5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.**  **W =** |  |
| **E** | Good relationship with pupils – acting as a role model. | **A/I** |
| **E** | Good team player. | **A/I** |
| **E** | Flexibility – e.g. being prepared to work / cover in any area of the school as required. | **A/I** |
|  |  | **A/I** |
|  | **6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc. W =** | **A/I** |
|  |  |  |
|  | **CONTRA INDICATIONS, if any W =** |  |
|  |  | **A/I** |