

Teaching Assistant – 1:1 Support

Person Specification

The person specification below shows the key abilities, skills and experience we require in our teaching assistant. The selection panel will assess each candidate against these criteria, expecting candidates to demonstrate knowledge and understanding of each area and to show evidence of having applied (or awareness of how to apply) this knowledge in the school context.

| SKILLS, ABILITIES AND EXPERIENCE | ESSENTIAL (E) DESIRABLE (D) | IDENTIFIED BY |
|--|--------------------------------|----------------------------|
| Qualifications and Experience | | |
| GCSE in English and Maths at pass and above | E | Application Form |
| Recent School Experience (parent helper etc.) | E | Application Form |
| Relevant higher degree or equivalent | D | Application Form |
| Safeguarding Children | | |
| Committed to and has a clear understanding of safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment | E | Interview |
| Provides a safe, calm and well-ordered environment for all pupils, rooted in mutual respect and focused on safeguarding pupils and developing their exemplary behaviour in school and in the wider community | E | Interview |
| Knowledge and Understanding | | |
| To promote the acceptance and inclusion of the pupil with SEN, encouraging pupils to interact with each other in an appropriate and acceptable manner | E | Interview |
| Monitor the pupil's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes | E | Interview |
| Liaising with class teacher, SENCO and other professionals about EHCPs (Educational Health Care Plans), contributing to the planning and delivery as appropriate | E | Interview |
| Skills and Attributes | | |
| To be well organised with good time management skills | E | Application Form/Interview |
| To have excellent behaviour management skills | E | Application Form/Interview |
| To be able to work creatively and sensitively with children. | E | Application Form/Interview |
| Promote the school's values positively and use effective strategies to monitor motivation and morale | E | Application Form/Interview |

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| Develop good personal relationships within the team, with parents and the wider school community | E | Application Form/Interview |
| To have the ability to motivate and inspire others. | E | Application Form/Interview |
| To be able to work effectively as a member of a strong team | E | Application Form/Interview |
| To be able to use ICT (iPad and laptops to enhance learning opportunities when needed) | E | Application Form/Interview |
| To have the potential for learning new skills and the ability to implement new initiatives and ideas. | E | Application Form/Interview |
| Personal Qualities | | |
| Highly organised, literate and articulate. | E | Application Form |
| Highest levels of professional and personal integrity. | E | Interview |
| A strong commitment to inclusion and overcoming barriers to learning and achievement. | E | Interview |
| Personal resilience, persistence and perseverance. | E | Interview |
| Commitment to the pursuit of continuous professional development by oneself and others. | E | Interview |
| Energy and enthusiasm | E | Interview |