

Person Specification for the post of Teaching Assistant

These are the criteria upon which the selection process will be based. At each stage of the process the merits of each applicant will be assessed to determine how far the criteria have been matched. These stages are:-

- A) Short listing by the selection panel.
- B) Interview by selection panel.

<u>Factor</u>	<u>Requirement</u>
1. Education, Training and Qualification:	<ul style="list-style-type: none">1. Competent English and Mathematics skills assessed through a standard test.2. If recruiting to a qualified post: C & G or CLPE or other equivalent qualification.
2. Experience:	<ul style="list-style-type: none">1. Experience of working in a primary school or with children including parental experience.2. Able to demonstrate experience of dealing sympathetically and constructively with other adults.
3. Knowledge and Understanding:	<ul style="list-style-type: none">1. Demonstrate an understanding of the place of the school in educating primary pupils and in promoting the spiritual, moral, social and cultural development of pupils from a multicultural community.2. Demonstrate an understanding of the role of the teacher and their own role in relation to teachers, other support staff, and pupils.3. Demonstrate knowledge and basic understanding of literacy and Numeracy.
Point 4, 5 and 6 under Knowledge and Understanding are only required if recruiting to a qualified position	<ul style="list-style-type: none">4. Demonstrate ability to use knowledge and understanding to support pupils and to assess their progress in literacy and numeracy in particular.5. Demonstrate awareness of how pupils learn and the factors that affect their progress.6. Demonstrate an understanding of the different approaches needed to support

the learning of various groups of pupils, including bilingual English learners and pupils with special educational needs.

4. Commitment to and understanding of:

1. The Equal Opportunities practise throughout the school including the Authority's policy of inclusive education.
2. The promotion of community involvement in the school in order to raise achievement.