**PERSON SPECIFICATION – Teaching Assistant**

|  |  |  |
| --- | --- | --- |
| Key Criteria | Essential | Desirable |
| Qualifications and training | Good levels of literacy/numeracy, level 2 or equivalent in maths and English  Awareness of health, safety and wellbeing requirements in a school environment | Health and social care or childcare qualification  Manual Handling Training  Attachment and Trauma awareness training |
| Skills and experience | An understanding of the educational objectives of the school  An understanding of the importance of self-review and allowing pupils to learn from their mistakes  Ability to support learning across all areas of the curriculum  Experience of working in a challenging environment  Excellent planning and organisation skills  Experience of accurate record keeping  Excellent communication skills including ability to communicate sympathetically with children and parents  Ability to support emotional wellbeing, self-reliance, self-esteem, and resilience in others | Experience of working within an education, health or social care setting (paid or voluntary)  Experience of an SEN learning environment  An understanding of care plans and their use  Experience of group/class supervision  Experience of monitoring and recording individual progress  Alternative communication skills |
| Core Competencies | **Pupil Led**  Passionate about supporting young people with a disability in a dignified and person-centred way  Committed to a proactive approach to meeting the needs of pupils  Approachable and helpful  Acts with honesty, integrity and discretion  Concerned with the health, safety and wellbeing of others  **Results Orientation**  Displays drive and energy and enthusiasm to enable pupil attainment and progress.  Works systematically and plans effectively  Delivers on objectives  Committed to continuous professional development  **Working Together**  Contributes to effective teamwork  Understands and supports others  Values people equally and encourages inclusive participation  Willing to work in line with all school policies and procedures  **Adaptability**  Aligns behaviour to the needs / priorities / goals of pupils and the school as a whole  Deals and copes with change  Works well in a challenging environment  Copes with ambiguity  Remains calm and professional at all times  Is self-aware and able to undertake self-evaluation  Able to attend class from 8.45am am to 3.30pm daily during term time and undertake occasional out of hours activities as required  Attend a whole school staff meeting until 4.30pm every 2 weeks. |  |