**PERSON SPECIFICATION – Teaching Assistant**

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| 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 qualificationManual 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 mistakesAbility to support learning across all areas of the curriculumExperience of working in a challenging environmentExcellent planning and organisation skillsExperience of accurate record keepingExcellent communication skills including ability to communicate sympathetically with children and parentsAbility 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 environmentAn understanding of care plans and their useExperience of group/class supervisionExperience of monitoring and recording individual progressAlternative 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 pupilsApproachable and helpful Acts with honesty, integrity and discretionConcerned 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 effectivelyDelivers on objectivesCommitted to continuous professional development**Working Together**Contributes to effective teamworkUnderstands and supports othersValues people equally and encourages inclusive participationWilling 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 wholeDeals and copes with changeWorks well in a challenging environmentCopes with ambiguityRemains calm and professional at all timesIs self-aware and able to undertake self-evaluationAble to attend class from 8.45am am to 3.30pm daily during term time and undertake occasional out of hours activities as requiredAttend a whole school staff meeting until 4.30pm every 2 weeks.  |  |