

PERSON SPECIFICATION

Section: Teaching Assistant	Reports to: Headteacher
Job Title: Teaching Assistant	Salary: NJC Range 3 £23,500 - £23,893 PLUS £2,000 TA Academy Allowance
Working Pattern: 32.5 hours per week	Working Weeks per annum: 39

Factors	Essential	Desirable	Assessment Method
Qualifications	NVQ level 2 or equivalent GCSE Maths & English (A-C grade)	NVQ Level 3 related to support for the learning of young people. SEN qualification	Certificates at Interview
Experience	Experience of working with young people Transparent and logical work history	Working with challenging behaviour Working as LSA Evidence of career achievement and progress	Application Form Interview
Knowledge and Skills	Takes responsibility and can work effectively and flexibly both independently and as part of a team Build effective working relationships with young people and colleagues Ability to communicate successfully through a variety of means Able to plan and record	Able to demonstrate high quality classroom practice Ability to contribute to the learning environment Knowledge and awareness of issues and factors related to underachievement and barriers to learning and participation A consistent approach to behaviour management	Application Form Interview
Personal Qualities	A safe and measured adult who can maintain safe boundaries with children and young people Creative, enthusiastic, industrious, serving, patient, empathetic and caring	Wants to grow professionally and develop thus improving service to students	Application Form Interview

<p>Other</p>	<p>Willingness to challenge oneself to continually improve performance through self-evaluation and learning from others</p> <p>Seeks to maximise opportunities for young people</p> <p>Car driver</p>	<p>Basic first aid</p>	<p>Application Form</p> <p>Interview</p>
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