Teaching Assistant
Person Specification

The following are essential or desirable characteristics associated with the post above at Ermysted's Grammar School. Evidence will be drawn from the application form or explored at interview.

	Essential	Desirable
Qualifications		
4 GCSEs or equivalent, Grade C or above including English and Mathematics	✓	
Relevant Level 3 qualification or equivalent	✓	
Evidence of further relevant qualifications or training		✓
Experience		
Experience working with children in an education setting	✓	
Experience supporting pupils on a one-to-one basis		✓
Experience and knowledge of working with SEND pupils		✓
Experience and knowledge of supporting EAL pupils and wider literacy issues		✓
Experience of delivering evidence based interventions that accelerate learning		✓
Knowledge		
Good understanding of a pupil's development and learning processes	✓	
Understanding of individual children and young people's needs	✓	
Knowledge of inclusive practice	✓	
Knowledge of Behaviour Management techniques		✓
Knowledge of Child Protection policies & procedures		✓
Knowledge of Health & Safety legislation		✓
Skills		
Ability to converse fluently in English	✓	
Ability to prioritise and manage own workload to ensure deadlines are met	✓	
Ability to relate positively to young people	✓	
An ability to work effectively as part of a team and to work independently	✓	
Creativity and problem-solving skills	✓	
Demonstrable, confident ICT skills	✓	
Good communication, organisational and interpersonal skills	✓	
Other		
A commitment to the School ethos and selective education in general	✓	
A demonstrable commitment to equal opportunities	✓	
A recognition of the importance of personal responsibility for H&S	✓	
A willingness to engage fully with continuing professional development	✓	
Ability to form and maintain appropriate professional relationships and personal boundaries with children and young people	✓	
Ability to work hard and maintain good humour	✓	
Commitment to safeguarding and promoting the welfare of pupils	✓	

To deliver services effectively, a degree of flexibility is needed, and the post holder may be required to perform work commensurate with the level of responsibility of the role not specifically referred to above.

Ermysted's Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be expected to undergo enhanced DBS clearance.