**Teaching Assistant Level 3 – Grade 5**

**Person Specification**

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|  | Attributes | **Essential** | **Desirable** | **How Assessed** |
| Qualifications | Minimum 2 years experience of working with &/or caring for children or NVQ or equivalent in teaching assistance | √ |  | A/R |
|  | Above within an educational setting | √ |  | A/R |
|  | Ongoing record of professional development |  | √ | A/R |
|  | Willingness to participate in relevant training and development opportunities | √ |  | A/I |
|  | Willingness to undertake certificate in first aid administration | √ |  | I |
| Experience | Understanding of inclusion, especially within a school setting | √ |  | A/I |
|  | Experience of resources preparation to support learning programmes |  | √ | I/R |
|  | Effective use of ICT to support learning | √ |  | I/R |
|  | Experience of working with dyslexic and/or EAL pupils  |  | √ | A/I |
| **Professional Knowledge & Skills** | Ability to work with and support the learning needs of individual and/or groups of pupils | √ |  | A/I |
|  | Ability to work effectively within a team environment, understanding classroom roles and responsibilities | √ |  | A/I/R |
|  | General understanding of national curriculum and other learning programmes within specified age range/subject area | √ |  | I |
|  | Ability to build effective working relationships with all pupils and colleagues | √ |  | A/I/R |
|  | Ability to promote a positive ethos and role model positive attributes | √ |  | I/R |
|  | Ability to work with children at all levels regardless of specific individual needs and identify learning styles as appropriate | √ |  | A/I/R |
|  | Excellent personal numeracy and literacy skills | √ |  | A/R |
|  | Understanding of other basic technology – video, photocopier,etcphotocopier,etc |  | √ | I |
| **Personal Qualities** | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements | √ |  | A/I/R |
|  | Ability to build and maintain successful relationships with pupils, and a total commitment to safeguarding | √ |  |  |
|  | Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work | √ |  | A/I/R |
|  | Ability to work with collaboratively with colleagues, and carry out the role effectively, knowing when to seek help and advice | √ |  | A/I/R |
|  | Able to liaise sensitively and effectively with parents and carers, recognising the role in pupils’ learning | √ |  | I/R |
|  | Able to improve their own practice through observations, evaluation and discussion with colleagues | √ |  | I/R |
|  | Very good record of attendance and punctuality | √ |  | R |
| KEY ;A=Application, I = Interview, R=Reference |