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| **Person Specification** **Teaching Assistant Level 3** | Assessment Key:A = Application FormI = Interview |
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| **Education and Qualification**  | **Essential** | **Desirable** | **Assessment** |
| 1 | Good educational background with GCSE or equivalent in English Language  | ✓ |  | A |
| 2 | Level 3 or above Teaching Assistant qualification or willingness to work towards this |  | ✓ | A |
| **Experience** | **Essential** | **Desirable** | **Assessment** |
| 3 | Experience of supporting children in a classroom environment, including those with a range of learning needs or challenging behaviour |  | ✓ | A/I |
| 4 | Experience of working with children across all key stages with evidence of having achieved successful pupil outcomes |  | ✓ | A/I |
| 5 | Experience of working closely with parents in successful home-school partnerships that support pupils’ needs |  | ✓ | A/I |
| **Knowledge and understanding** | **Essential** | **Desirable** | **Assessment** |
| 6 | Understanding of the education system | ✓ |  | A/I |
| 7 | A good knowledge of the SEND Code of Practice |  | ✓ | A/I |
| 8 | Understanding of how children learn | ✓ |  | A/I |
| 9 | Understanding of phonics, numeracy, and literacy development | ✓ |  | I |
| 10 | A sound grasp of the concept of inclusive practice | ✓ |  | I |
| 11 | Knowledge of the concept of confidentiality | ✓ |  | I |
| 12 | Awareness of child protection issues | ✓ |  | I |
| 13 | First aid certificate |  | ✓ | A |
| **Skills and abilities** | **Essential** | **Desirable** | **Assessment** |
| 14 | Skilled at making and sustaining positive relationships with children | ✓ |  | I |
| 15 | Skilled at developing children’s self-esteem and motivation so that they become resilient, independent learners | ✓ |  | I |
| 16 | Able to work closely with pupils who are finding learning difficult, or those who have experienced a feeling of failure | ✓ |  | I |
| 17 | Capable of planning intervention work, assessing the needs and achievements of children and maintaining appropriate records | ✓ |  | I |
| 18 | Excellent written and oral communication skills | ✓ |  | I |
| 19 | Ability to contribute to team meetings and contribute ideas | ✓ |  | I |
| **Personal Qualities** | **Essential** | **Desirable** | **Assessment** |
| 20 | Willingness to undergo further training and development | ✓ |  | I |
| 21 | Positive and enthusiastic approach towards work | ✓ |  | I |
| 22 | Ability to act on own initiative  | ✓ |  | I |
| 23 | Kindness and empathy towards students and colleagues | ✓ |  | I |
| 24 | Ability to work as part of a team effectively | ✓ |  | I |
| **Child Protection** | **Essential** | **Desirable** | **Assessment** |
| 25 | Support the Academy policies on safeguarding and child protection  | ✓ |  | A/I |
| **Other** | **Essential** | **Desirable** | **Assessment** |
| 26 | Flexibility of working hours  | ✓ |  | A/I |