**Person Specification Post Title: Grade 3 Teaching Assistant**

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Essential** | **Desirable** | **Evidence** (Interview & Application) |
| **Qualifications** * Experience of working with children/young people
* Recent experience of working in a school.
* Strong academic record **including** Maths and English GCSE grade C (or equivalent) or better.
* Experience of relevant age group.
* Experience of working with children with special needs.
* TA specific qualification equivalent to NVQ Level 2 or 3.
 | ✓✓✓✓ | ✓✓ | ApplicationApplicationApplicationApplicationApplicationApplication |
| **Professional Values, Practice & Experience** 1. Effective communication skills to develop the partnership with pupils, parents/carers and colleagues;
2. Have a commitment to robust Child Protection Procedures.
3. Able to have a good rapport with children.
4. Hardworking, flexible and motivated.
5. Team player and excellent interpersonal skills. Good verbal communication skills including ability to communicate effectively with carers and parents.
6. Able to work on own initiative
7. Ability to work with and manage children with challenging needs – EAL, SEN and very able pupils.
8. Ability to use ICT/the internet and email to support pupils’ learning.
* Empathy for children with special needs
* Patience, understanding, caring, sense of humour.
 | ✓✓✓✓✓✓✓✓✓✓ |  | A & IA & IA & IA & IApplicationA & IApplicationApplicationA & IA & I |

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Essential** | **Desirable** | **Evidence** (Interview & Application) |
| **Knowledge and Understanding** * Understanding of your responsibilities under the SEND Code of Practice & Child Protection Procedures;
* Knowledge of and ability to develop a purposeful learning environment;
* Respect for pupils’ social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning;
* Commitment to equal opportunities and inclusion;
* An excellent knowledge of the Key Stage 1 curriculum;
* A proven track record of improving attainment of children in Key Stage 1 including phonics.
* Experience of supporting children within the EYFS, KS1 or KS 2.
* Experience of working in a school and/or nursery context.
* Excellent literacy knowledge and skills.
* Experience of:
* Teaching and supporting children with SEN.
* Working with and supporting children with challenging behaviour.
* Running intervention programmes.
 | ✓✓✓✓✓✓✓✓✓✓✓ | ✓✓ | A & IA & IApplicationA & IApplicationA & IA & IA & IApplicationA & IApplicationApplicationApplication |
| **Other*** Willingness and ability to undertake lunchtime duties.
* Willingness to take part in appropriate training and personal and professional development
 | ✓✓ |  | A & IA & I |