

WEATHERHEAD HIGH SCHOOL

PERSON SPECIFICATION for the post of: Teaching Assistant, Level 4

IMPORTANT - THE REHABILITATION OF OFFENDERS ACT

The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.* If successful, you will be required to apply for a Criminal Record Check from the Disclosure and Barring Service. The level of check required for this job is Enhanced Disclosure with Barred List Check.

	Essential / Desirable	Stage Identified
Qualifications:		
• Level 3 Certificate in Supporting Teaching & Learning in Schools (or equivalent)	Essential	Application
• GCSE's at grades 9 – 4 (A* - C) including English and Maths	Essential	Application
Experience:		
• Experience of working in a school, college environment or working with young people	Essential	Application
• Experience of supporting and guiding young people and ability to demonstrate improved outcomes	Desirable	Application
Knowledge & Skills:		
• Ability to engage in strategies to overcome barriers to learning	Essential	Application / Interview
• Excellent verbal communication and interpersonal skills	Essential	Application / Interview
• Ability to build effective working relationships with students and colleagues	Essential	Application / Interview
• The ability to adapt and deliver support to meet individual needs	Essential	Application / Interview
• Understanding of roles and responsibilities within the classroom and whole school context	Essential	Interview
• Subject knowledge relevant to the role and ability to apply this effectively in supporting students	Essential	Application / Interview
• Personal care skills including dressing and toileting needs.	Desirable	Application/ Interview
• Knowledge and understanding of safeguarding procedures	Desirable	Interview
Personal Qualities:		
• Flexible and able to adapt to changing priorities to meet the needs of young people	Essential	Interview
• Commitment to the safeguarding and welfare of all students	Essential	Interview
• Excellent team working skills	Essential	Interview
• The ability to keep calm in stressful situations	Essential	Application / Interview
• Sensitivity, patience and understanding	Essential	Interview
• A commitment to maintaining confidentiality at all times	Essential	Interview
• The ability to converse at ease with members of the public and provide advice in accurate Spoken English is required for this post*.	Essential	Interview

* Code of Practice on the English Language requirements for public sector workers