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| **The Partnership Trust** |
| **PERSON SPECIFICATION** |
| **POST: TEACHING ASSISTANT (1:1)** |

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|  | **Essential** | **Desirable** |
| **Qualifications & Experience** | * **Either** a minimum of 3 GCSEs grades 9 to 4 (grade A\* - C), including English and Mathematics or equivalent * **Or** Level 2 / 3 Certificate in Supporting Teaching & Learning in Schools / Level 3 Diploma in Childcare and Education / T Level in Education and Childcare or equivalent * **Or** a minimum of 2 years recent, relevant experience , which demonstrates the postholder, has applied a wide range of strategies supporting children and successful experience of delivering education programmes over a longer period, e.g. 6 – 8 weeks, with minimum supervision only. | * Experience plus completion of the DfES Teacher Assistant Induction Programme * First Aid at work or equivalent * Proven track record of working with children of a range of ages, ability levels and physical needs |
| **Skills** **Knowledge** | * Ability to respond to the needs of pupils * Ability to work with both individuals and small groups * Excellent communication skills, both oral and written * Highly effective organisational and co-operation skills * Effective ICT skills or an ability/willingness to learn * Ability to develop and sustain good relationships with children, staff and parents * Ability to respond to the needs of children * Good communication skills. * Ability to self-evaluate development needs and actively seek learning opportunities * Ability to nurture independence | * Ability to effectively use a range of technology to support learning * Knowledge of a range of special needs * Knowledge of phonics teaching * Experience of working with young people with complex needs * Knowledge of a range of Special Needs. * Knowledge of a range of communication strategies * Ability to effectively use a range of technology to support learning   Training in the relevant strategies e.g. in a particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, phonics etc |
| **Personal** **Qualities** | * Be an active member of the teaching team with a commitment to mutual support * Energetic, honest, reliable, flexible, committed, resilient, patient, and enthusiastic * Have a “can do” attitude, sense of humour, willingness to learn and be approachable * Commitment to professional development * Ability to work with parents and the community * A caring manner which brings about respect and gives a sense of security for the children * Have a positive attitude to behaviour management * Value all children as individuals and be committed to developing them to be the best they can be * Promote and safeguard the welfare of children and young people | * Ability to take the initiative * To work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these. |
| **Other Factors** | * Commitment to equal opportunities * Willing to work in partnership with colleagues, parents and Governors * To be able to positively promote the school in the local community * Promote and safeguard the welfare of children and young people s/he is responsible for or comes into contact with |  |