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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
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| **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.
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| **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
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