**PERSON SPECIFICATION**

***Teaching assistant (Scale 3)***

| **Factor** | **Essential** | **Desirable** | **Method of assessment** |
| --- | --- | --- | --- |
| Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils,  this includes supporting the provision of OUTSTANDING learning across our school. | | | |
| **Safeguarding children** | | | |
| Committed to ensuring all pupils in our school are kept safe | ✓ |  | **Application form**  **Interview** |
| Enhanced DBS check | ✓ |  | **Recruitment checks** |
| **Equal opportunities** | | | |
| Committed to ensuring that all members of our school community can achieve excellence | ✓ |  | **Application form**  **Interview** |
| **Qualification and experience** | | | |
| Working towards NVQ Level 3 or equivalent | ✓ |  | **Application form** |
| Experience of working in a school | ✓ |  | **Application form** |
| Good written communication skills | ✓ |  | **Application form**  **Task** |
| Good oral communication skills | ✓ |  | **Interview** |
| **Supporting learning** | | | |
| Ability to lead learning activities with groups of pupils | ✓ |  | **Task** |
| Ability to explain what pupils have learnt | ✓ |  | **Interview** |
| Understanding of key factors that enable pupils to learn |  | ✓ | **Application form**  **Interview** |
| Contribute to individual learning plans |  | ✓ | **Application form**  **Interview** |
| Knowledge of different stages of primary education |  | ✓ | **Application form**  **Interview** |
| **Behaviour management** | | | |
| Able to maintain a positive learning environment | ✓ |  | **Application form**  **Task** |
| Knowledge of positive strategies to promote excellent learning behaviours |  | ✓ | **Interview** |
| **Communication** | | | |
| Experience of attending staff / team meetings |  | ✓ | **Application form** |
| Strong communication with teachers | ✓ |  | **Interview** |
| Able to manage own time in line with school events | ✓ |  | **Interview** |
| Understand the need to maintain appropriate confidentiality | ✓ |  | **Interview** |
| **Supporting pupil welfare** | | | |
| Experience of providing welfare support for pupils (e.g. first aid if appropriately trained) |  | ✓ | **Interview** |
| Knowledge of safeguarding practice in a school (see DFE: Keeping children safe in education part 1) |  | ✓ | **Interview** |
| **Developing self** | | | |
| Commitment to own improvement through professional development / further study | ✓ |  | **Application form**  **Interview** |