

PERSON SPECIFICATION

Teaching Assistant

Category	Essential	Desirable	Method of Assessment
Qualifications & Training	<ul style="list-style-type: none"> Relevant, accredited qualification English/Maths GCSE equivalent or higher 		Application form (Qualifications to be shown at interview)
Experience	<ul style="list-style-type: none"> Experience of working in a school setting 	<ul style="list-style-type: none"> Experience of working with young people with social and emotional difficulties. Experience of delivering Individualised Literacy Intervention (ILI) and Phonics programmes. 	Application Interview Reference
Expertise	<ul style="list-style-type: none"> Reliability and integrity; a sense of humour and optimistic outlook General good health and record of attendance Self-motivation and ability to work on own initiative Good organisational and time management Good relationship skills with colleagues and pupils Ability to reward achievement and use positive behaviour management techniques Ability to build good relationships with other professionals and parents Ability to manage potential conflict situations 	<ul style="list-style-type: none"> Ability to use ICT for personal needs and with children 	Application Interview Reference
Personal Qualities	<ul style="list-style-type: none"> Ability to communicate effectively with pupils, staff and parents Ability to work as part of a team and to lead effectively Willingness to attend relevant meetings Commitment to inclusion of pupils with social, emotional and behavioural needs Positive promotion of the school within the community Commitment to personal professional development 		Application Interview Reference

	<ul style="list-style-type: none">• Commitment to supporting and developing learning programmes for individuals and groups of children		
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