

St. Peter's C.E. Primary School

Person Specification

Achieve **B**elieve **C**reate

TEACHING ASSISTANT (TA)

The person specification is an overview of the skills, knowledge and experience required to successfully fulfil this role. Applicants should therefore pay particular attention to demonstrating their experience or ability to be able to meet the selected essential criteria which will be used in the shortlisting and interview process.

Qualifications

Criteria	Essential	Desirable	How Assessed
Good standard of education	✓		Application Form Interview
Good literacy and numeracy skills	✓		

Experience of...

Criteria	Essential	Desirable	How Assessed
Working with children aged 4-11, preferably in a primary or early years setting	✓		Application Form Interview References
Working well in a team with a flexible and co-operative approach	✓		
Using own initiative and judgement to solve problems	✓		
Using effective behaviour management strategies consistently in line with the agreed policy and procedures		✓	
Supporting and facilitating inclusion by encouraging participation of all pupils in learning and extracurricular activities		✓	
Contributing to effective assessment and planning by supporting the monitoring, recording and reporting of pupil progress as appropriate		✓	

Knowledge and Understanding of...

Criteria	Essential	Desirable	How Assessed
Appropriate skills, qualifications, and/or experience required for the teaching assistant role	✓		Application Form Interview References
The needs of all pupils and know how to adapt and deliver support to meet individual needs	✓		
The importance of being fair, applying equal opportunities at all times and maintaining confidentiality	✓		
The responsibility to share knowledge and information with other professionals, parents and carers in order to inform planning and decision making	✓		

Roles and responsibilities of a Teaching Assistant within the classroom and whole school context recognising that these may extend beyond a direct support role.	✓		
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Personal Qualities

Criteria	Essential	Desirable	How Assessed
Proper and professional regard for the ethos, policies and practices of the school	✓		Application Form Interview References
Positive attitudes, values and behaviours to develop and sustain effective relationships with the school community	✓		
Motivation to work with children and young people	✓		
Patience, tact and sensitivity	✓		
Resilience, optimism and a belief that with the right support all children can access learning	✓		
Commitment to safeguarding and promoting pupils' wellbeing by following relevant statutory guidance along with policies and practice	✓		
Commitment to improve own practice through reflection/ self-evaluation and participation in further training opportunities	✓		
Commitment to the value of Christian education and able to contribute towards the aims and ethos of St. Peter's C.E. Primary School	✓		

Additional Requirements

Criteria	Essential	Desirable	How Assessed
Positive recommendation in professional references	✓		References