



Borrow Wood Primary School
Person Specification: Teaching Assistant

	Essential	Desirable
Qualifications Evidenced in: <ul style="list-style-type: none"> • application form 	<ul style="list-style-type: none"> ▪ NVQ or equivalent in childcare/teaching assistant ▪ A good standard of education particularly in English and Mathematics 	<ul style="list-style-type: none"> ▪ Willing to undertake Professional Development
Experience Evidenced in: <ul style="list-style-type: none"> • letter of application • interview • portfolio/presentation 	The Teaching Assistant must have experience of: <ul style="list-style-type: none"> ▪ Working with children in a school environment. ▪ Working with children with Special Educational Needs. ▪ Having worked as a Classroom Assistant (or similar role) previously. 	<ul style="list-style-type: none"> ▪ Experience of working with children with ASD. ▪ Team Teach strategies or other de-escalation strategies.
Knowledge and understanding Evidenced in: <ul style="list-style-type: none"> • application form • lesson observation • interview 	The Teaching Assistant must have knowledge and understanding of: <ul style="list-style-type: none"> ▪ Confidentiality and data protection in all school matters. ▪ A range of Special Educational Needs and Disabilities. ▪ Using a range of strategies to deal with classroom and individual behaviour. ▪ Equality of opportunity in day-to-day working practices. ▪ Children's communication and language development. Safeguarding <ul style="list-style-type: none"> • A commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults. • Be willing to familiarise yourself with school policies and procedures in relation to safeguarding and/or child protection. 	<ul style="list-style-type: none"> ▪ Experience of using Information Technology to support students in the classroom.

Skills Evidenced in: <ul style="list-style-type: none"> • letter of application • lesson observation • interview 	Able to: <ul style="list-style-type: none"> • Communicate effectively - both verbally and in writing using language and other communication skills that children understand and relate to. • Demonstrate active listening skills. • Respond calmly and constructively when dealing with children with SEND. • Manage time effectively and respond flexibly to the needs of the children. • Implement learning strategies to support children's development and progress. • Accurately report information and evidence back to the class teacher in inform next steps in planning. • Work effectively in a team to meet the needs of all children under the guidance of the class teacher and SENCo. • Ability to provide general and specific support, including on a 1:1 basis. 	
Personal characteristics Evidenced in: <ul style="list-style-type: none"> • letter of application • interview 	<ul style="list-style-type: none"> • A commitment to inclusion. • Dedication and determination to get the best out of all our children. • Approachability and empathy. • Enthusiasm and resilience. • A commitment to reflective practice. • Patience: showing warmth, care, sensitivity and interest when dealing with children and carers. • Willingness to be involved in the wider life of the school. • Ability to work flexibly: self-evaluative adapting to changing circumstances and new ideas. 	