



## Teaching Assistant TA1

### Person Specification

| Area                           | Necessary requirements  | Evidenced by                               |
|--------------------------------|---|--|
| <b>Education/<br/>Training</b> | <b>Essential</b> <ul style="list-style-type: none"> <li>• A good level of education to include <u>at least</u> GCSE level Maths and English</li> </ul>  | Application/<br>Interview/<br>Certificates |
|                                | <b>Desirable</b> <ul style="list-style-type: none"> <li>• NVQ 2 for Teaching Assistants or equivalent qualifications or experience</li> <li>• Further education Degree, Diploma or other recognised professional qualification in a relevant area</li> </ul>  | Application/<br>Interview                  |
| <b>Experience/<br/>Skills</b>  | <b>Essential</b> <ul style="list-style-type: none"> <li>• Good numeracy/literacy skills</li> <li>• Good communication skills</li> <li>• Passionate about helping students to improve and progress</li> <li>• Patient, caring and understanding</li> <li>• Good organisational skills</li> <li>• Good / competent IT skills</li> <li>• Be able to communicate effectively to students, parents and other colleagues orally and in writing</li> <li>• Have a basic understanding of data and how it can be used to support student learning</li> <li>• The ability to work independently</li> </ul> | Application/<br>Interview/<br>references   |
|                                | <b>Desirable</b> <ul style="list-style-type: none"> <li>• Experience delivering targeted intervention support for a range of SEND areas such as: Social and Emotional Health, Cognition and Learning, Communication and Interaction and Physical disability</li> <li>• Training in the relevant learning strategies to support a range of SEND needs</li> </ul>   | Application/<br>Interview                  |

| Area      | Necessary requirements   | Evidenced by              |
|-----------|--|---------------------------|
| Knowledge | <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• A sound understanding of the gaps in knowledge which lead to students struggling to read and comprehend texts</li> <li>• Experience of leading interventions, preferably related to reading and evaluating their impact</li> <li>• Understanding of relevant policies/codes of practice and awareness of relevant legislation relating to SEND</li> <li>• Basic understanding of child development and learning</li> <li>• Ability to self-evaluate learning needs and actively seek learning opportunities</li> <li>• Ability to relate well to children and adults</li> <li>• Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these</li> </ul> | Application/<br>Interview |
|           | <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Knowledge of how reading is taught and developed at primary schools eg the teaching of phonics</li> <li>• Experience of reading intervention strategies which have resulted in positive outcomes for students</li> <li>• Awareness of and some knowledge of the SEND code of practice</li> <li>• Awareness and knowledge of Safeguarding and child protection</li> </ul>  | Application/<br>Interview |