



## Person Specification



Throston Primary School - Teaching Assistant Throston Primary School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to safer recruitment measures and a Disclosure and Barring Service (DBS) check is required.				
CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT	
Qualification	<ul> <li>NVQ Level 3 (or equivalent) teaching assistant qualification</li> <li>GCSE or equivalent in English and maths at grade 4/C or above</li> </ul>	<ul> <li>Emergency First Aid or Paediatric First Aid</li> <li>Team Teach Training</li> </ul>	Application	
Application	<ul> <li>Fully supported in references</li> <li>Well-structured supporting letter which outlines:</li> <li>understanding of special educational needs within a school environment</li> <li>understanding of inclusion within a school environment</li> </ul>		<ul><li>➢ Application</li><li>➢ Reference</li></ul>	
Experience	<ul> <li>Experience of working as a teaching assistant in a primary school environment supporting children with special educational needs</li> <li>Working as part of a team</li> <li>Evidence of effective behaviour management</li> </ul>	Understanding of the impact of Social, Emotional and Mental Health needs on children's learning	<ul><li>Application</li><li>Interview</li></ul>	

Skills and Knowledge	<ul> <li>Awareness of legislation relating to Child Protection and Health and Safety</li> <li>Ability to communicate effectively</li> <li>An understanding of inclusion within a mainstream setting</li> <li>Ability to develop effective working relationships with staff, parents and the wider community</li> <li>Ability to understand the additional needs that primary age pupils may have</li> <li>Understanding of child development and learning</li> </ul>	<ul> <li>General understanding of EYFS and the National Curriculum for primary age children</li> </ul>	<ul><li>Application</li><li>Interview</li><li>Reference</li></ul>
Personal Attributes	<ul> <li>Excellent interpersonal skills</li> <li>Ability to be reflective and self-critical</li> <li>Ability to organise work, and manage time effectively</li> <li>Flexibility and adaptability</li> <li>Positive approach to all work</li> <li>Integrity, honesty and openness</li> <li>Value the emotional wellbeing and work-life balance of yourself and of others</li> </ul>		<ul><li>Application</li><li>Interview</li><li>Reference</li></ul>
Professional Development	Recent, up-to-date evidence of relevant CPD		

Please note all appointments within Throston Primary School are subject to a declaration of medical fitness by the Council's Occupational Health Service, having made reasonable adjustments in line with the Equality Act (2010) where necessary.