**PERSON SPECIFICATION FOR THE ROLE OF TEACHING ASSISTANT**

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| Category | **Essential** | **Desirable** | **Evidence From:** |
| Education and Training |  |  |  |
| GCSE English Grade C or above (or equivalent) | ✓ |  | Application form and Certificates |
| GCSE Maths Grade C or above (or equivalent) | ✓ |  |
| Additional qualifications relevant to working with children |  | ✓ |
| Experience |  |  |  |
| Previous experience of working with or supporting young people | ✓ |  | Application form |
| Previous experience of working in a school |  | ✓ |
| **Knowledge and Skills** |  |  |  |
| Good interpersonal and communication skills | ✓ |  | Application form and interview |
| Ability to work independently and as part of a team | ✓ |  |
| Ability to work to specific instructions and follow policy | ✓ |  |
| Ability to maintain resilience, understanding and positive thinking when working with challenging pupils | ✓ |  |
| An understanding of Special Educational Needs and how to support young people with additional needs | ✓ |  |
| Excellent organisational and time management skills, including prioritising | ✓ |  |
| ICT literate, including Word and Excel | ✓ |  |
| Driving License **–** full, clean |  | ✓ |
| **Personal Qualities** |  |  |  |
| Ability to establish and maintain good working relationships and to relate to people of all ages | ✓ |  | Application form and interview |
| A flexible, proactive approach | ✓ |  |

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| Enthusiastic and energetic with a real passion for working with vulnerable young people | ✓ |  |  |
| Ability to be an active and full member of a team | ✓ |  |  |
| Trustworthy, responsible, reliable and punctual | ✓ |  |
| Committed to own continuous professional development | ✓ |  |

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| ***Nigel Bowes Academy is committed to safeguarding and promoting the welfare of children. Rigorous checks will be made of the successful application’s background credentials, including enhanced DBS checks.*** |