

**Upton Heath C of E Primary School**

**Person Specification – Teaching Assistant. Grade 4**

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|  | **Essential** | **Desirable** | **Identified** |
| **Education and Experience** | -NVQ Level 3 in Teaching Assistant or  Equivalent  -Training to further your professional  - Basic Awareness Safeguarding training  -Development i.e Maths,  Speech & Language , Literacy, EYFS | - GCSE or equivalent in literacy and maths | - certificates presented at interview |
| **Relevant Experience** | -Experience of working in a school  -Experience of working closely with a class  teacher  -**Experience of supporting individuals**  **with barriers to learning**  -Experience of positive and consistent approaches to the management of pupil  behaviour | -Experience of working across a range of year groups  -Experience of working with a pupil  regarding additional support  e.g attachment/ASD/ADHD | -application form  -interview  -references |
| **Job Related Knowledge** | -The ability to observe and record children’s progress  -Awareness of inclusion to meet the needs of a broad range of pupil needs  -Experience of using a variety of teaching styles to meet the needs of a pupil e.g kinaesthetic, visual, and auditory |  | -application form  -interview  -references |
| **Skills and Aptitudes** | - A willingness and ability to work as part of a team  -To have co-operative and flexible approach to work  -Demonstrate high expectations of children and adults  -Ability to work independently showing initiative  -Skill in classroom tidiness and organisation  -Excellent communication skills  -Commitment to safeguard and promote the wellbeing of pupils  -A sense of humour |  | -application form  -interview  -references |
| **School Specific** | -Reliable and a good time keeper  -Willingness to contribute to the development of the whole school | -Excellent attendance and health record | -application form  -interview  -references |
| **Commitment** | -To promote equal opportunities for all  -To promote the school’s vision and values  -To provide a high quality learning environment  -To show respect for all members of the school community  -To demonstrate ongoing professional development  -To demonstrate an understanding of safeguarding and child protection |  | -application form  - interview  -references |