

**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 |