



# PERSON SPECIFICATION

## Teaching Assistant - Centre

Factor	Essential	Desirable	Method of assessment
Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes supporting the provision of OUTSTANDING learning across our school.			
<b>Safeguarding children</b>			
Committed to ensuring all pupils in our school are kept safe	<input type="checkbox"/>		Application form Interview
Enhanced DBS check	<input type="checkbox"/>		Recruitment checks
<b>Equal opportunities</b>			
Committed to ensuring that all members of our school community can achieve excellence	<input type="checkbox"/>		Application form Interview
<b>Qualification and experience</b>			
Hold (or working towards) NVQ Level 3 or equivalent	<input type="checkbox"/>		Application form
Experience of working in a school	<input type="checkbox"/>		Application form
Good written communication skills	<input type="checkbox"/>		Application form Task
Good oral communication skills	<input type="checkbox"/>		Interview
Hold (or working towards) BSL Level 3 or equivalent	<input type="checkbox"/>		Interview
<b>Supporting learning</b>			
Ability to lead learning activities with groups of pupils	<input type="checkbox"/>		Task
Ability to explain what pupils have learnt	<input type="checkbox"/>		Interview
Understanding of key factors that enable pupils to learn		<input type="checkbox"/>	Application form Interview
Contribute to individual learning plans		<input type="checkbox"/>	Application form Interview
Knowledge of different stages of primary education		<input type="checkbox"/>	Application form Interview
<b>Behaviour management</b>			
Able to maintain a positive learning environment	<input type="checkbox"/>		Application form Task
Knowledge of positive strategies to promote excellent learning behaviours		<input type="checkbox"/>	Interview

Factor	Essential	Desirable	Method of assessment
<b>Communication</b>			
Experience of attending staff / team meetings		□	<b>Application form</b>
Able to break down learning in mainstream to support all children	□		<b>Interview</b>
Strong communication with teachers	□		<b>Interview</b>
Able to manage own time in line with school events	□		<b>Interview</b>
Understand the need to maintain appropriate confidentiality	□		<b>Interview</b>
<b>Supporting pupil welfare</b>			
Experience of providing welfare support for pupils (eg first aid if appropriately trained)		□	<b>Interview</b>
Knowledge of safeguarding practice in a school (see DFE: Keeping children safe in education part 1)		□	<b>Interview</b>
<b>Developing self</b>			
Commitment to own improvement through professional development / further study	□		<b>Application form Interview</b>