



Person Specification – Teaching Assistant

The successful candidate will be well motivated, have a genuine interest in supporting young people, able to use his/her initiative and enjoy the level of responsibility involved in the post.

	Essential	How Assessed	Desirable
Qualifications	<ul style="list-style-type: none"> Good general education to GCSE standard 	A	
Experience	<ul style="list-style-type: none"> Experience with working with young people 	A/R	<ul style="list-style-type: none"> Experience in working with young people in a controlled environment. Experience in developing young people's learning experiences.
Specific Skills (attributes and abilities)	<ul style="list-style-type: none"> Ability to work on own initiative Good communication skills – oral and written Ability to balance professional and supportive relationship with vulnerable children Communicating with parents on a professional basis 	I/R A/I/R I/R I/R	<ul style="list-style-type: none"> Good literacy and numeracy skills. Competent ICT skills. Creative approaches to supporting students' learning A strong interest in a specific area(s) which would be of interest and useful in supporting students' learning An understanding of the range of additional needs now supported within the comprehensive system
Motivation	<ul style="list-style-type: none"> Willing to expand on current experience Evidence that work is important to personal satisfaction Commitment to school 	I I/R I	<ul style="list-style-type: none"> An interest in supporting students within our extra-curricular programme
Personal Qualities	<ul style="list-style-type: none"> Reliability Honesty and professionalism A positive attitude to the school at all times A positive and professional approach within the working environment Good interpersonal skills and the ability to establish good working relationships with students and staff Flexibility to work as part of a large teaching assistant team, covering for other staff as needed 		