## PERSON SPECIFICATION

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| **Category** | **Requirements** | **Essential/**  **Desirable** | **Method of Assessment**[[1]](#footnote-1) |
| Education/Training | Good numeracy/literacy skills  Requirement to participate in training/development as/when identified by line manager as essential for performance of the post  Willingness to participate in other development and training opportunities  Completion of DCC TA Induction Programme, or (if not completed) a requirement to do so, ideally within first 6 months of appointment  NVQ 2 for Teaching Assistants or equivalent qualifications/experience  Training in the relevant learning strategies e.g. literacy | Essential  Essential  Essential  Essential  Essential  Desirable | A  A, I  A, I  A, I  A  A, I |
| Experience | Working with or caring for children of relevant age, or completion of the DCC TA Access Course | Essential | A, I |
| Knowledge | Basic understanding of child development and learning  Understanding of relevant policies/codes of practice and awareness of relevant legislation  General understanding of national/foundation stage curriculum and other basic learning programmes | Essential  Desirable  Desirable | A, I  A, I  A, I |
| Skills/Abilities | Ability to effectively use ICT to support learning, or to undertake training to do so  Ability to use other technology to support learning – e.g. video, photocopier etc.  Ability to self-evaluate learning needs and actively seek learning opportunities  Ability to relate well to children and adults  Ability to work constructively as part of a team, to understand classroom roles and responsibilities and own position within those | Essential  Essential  Essential  Essential  Essential | A, I  A, I  I  I  A, I |
| Personal Qualities | Enjoyment of working with children  Sensitivity and understanding, to help build good relationships with pupils  A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | Essential  Essential  Essential | A, I  A, I  A, I |

1. [↑](#footnote-ref-1)