**Person Specification: Teaching Assistant Grade E**

The person specification sets out the criteria to be used in determining whether an individual is likely to be able to undertake the duties on the job description.

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|  | **Essential Requirement** | **Desirable** | **Method of Assessment** |
| **Safeguarding** | * A satisfactory DBS clearance * Positive references * Awareness of safeguarding procedures * Ability to follow school policy | * Experience of working with and engaging with other agencies * Experience of using CPOMS or similar | Application form  DBS clearance  Interview |
| **Qualifications** | * Demonstrate the capability to meet the professional standards for teaching assistants * Have Maths and English qualifications equivalent to GCSE A-C or 4-9 * Have experience of working with children (either paid or unpaid capacity), preferably in an education setting | * Appropriate first aid training * Have attended CPD and training relevant to the post e.g. Behaviour Management and Child Protection * Specific SEND related training courses * TA qualification/s | Application form  & interview |
| **Job Related Competencies** | * Ability to manage the behaviour of pupils to promote and maintain order and a calm working environment for pupils * Ability to motivate pupils * Ability to work at own initiative and as part of a team * Ability to work in a flexible and responsive way with tact, discretion and confidentiality * Ability to relate well to children and adults * Ability to use ICT effectively to support learning * Excellent communication skills * A good sense of humour | * Have an understanding of pupils’ progression of knowledge and skills in a KS1 setting | Application form and interviews |
| **Knowledge & Understanding** | * Knowledge of a range of strategies to promote good behaviour * Knowledge and understanding of the KS1 curriculum and its application * Knowledge and understanding of teaching and learning strategies * Knowledge of how to support pupils with SEND in a KS1 class setting * Awareness of the importance of working in partnership & confidentiality linked to home/pupil/teachers/school work * Understanding of principles of child development and learning process |  | Application form and interviews |
| **Experience** | * Have experience of working with children (either paid or unpaid capacity), preferably in an education setting | * Experience in work with SEND pupils and 1:1 * Experience of assessment strategies * Relevant recent training * Experience supporting cross-curricular planning | Application form and interviews |
| **Other** | * Consistently reflect the highest levels of professionalism as a role model at all times * Willingness to work flexibly at times * Proactive and passionate about working with children * Show a willingness to attend school CPD sessions * Ability to work on own initiative * Ability to make warm, caring and respectful relationships with children * To work as part of a team * Possess good organisational and time management skills * To have a can do attitude * Have an understanding of and commitment to equal opportunities, safeguarding and tolerance | * A willingness to contribute to the wider school community | Application form and interviews |

Please note that all references will be checked rigorously, including present employer if appropriate.