**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.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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 clearanceInterview |
| **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.