**Teaching Assistant Person Specification**

**Baginton Fields Academy is committed to safeguarding and promoting the welfare of its students. All staff are expected to share, and demonstrate, this commitment.**

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|  | **Essential Criteria** | **Assessment by:** |
| **Education and Qualifications:** | * Effective communication and literacy skills. * Preferably GSCE English & Maths or equivalent | Application Form  Application Form |
| **Experience:** | * Placement in comparative setting | Application Form |
| **Skills:** | * Excellent communication skills. * Excellent interpersonal skills with colleagues, students, parents and professionals. * Ability to function effectively in multi-professional environment. * Ability to demonstrate initiative and self-motivation. * Responding to individual student need. * Ability to show empathy to students with SEN. * Ability to respond to the care and personal needs of students with SEN. | Interview  Interview  Previous Exp.  References  References  References  References |
| **Knowledge:** | * Thorough appreciation of the role of the post as described by the accompanying Job Description. * Importance of *“Keeping Children Safe in Education (DfE 2019)”* to ensure the safeguarding of children, with particular reference to SEND. * Principles of Equality of Opportunity. | Interview  Interview / App. |
| **Personal:** | * Suitable for working with children. * Commitment to keeping children safe. * Excellent attendance record. * Persistent and resourceful. * Flexible and approachable. * Maintain a sense of humour under pressure. * Commitment to equality of opportunity. | Interview / App  References  References.  Interview / Ref.  Interview  Interview / Ref.  Interview / App |
| Please contact school should you wish to discuss elements of this Person Specification.  Alison Francis. Headteacher. | | |