**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 FormApplication 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.ReferencesReferencesReferencesReferences |
| **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 / AppReferencesReferences.Interview / Ref.Interview Interview / Ref.Interview / App |
| Please contact school should you wish to discuss elements of this Person Specification.Alison Francis. Headteacher. |