**Person Specification: Teaching Assistant Grade 5**

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|  | **Essential Requirement** | **Desirable** | **Method of Assessment** |
| **Qualifications** | * A satisfactory DBS clearance. * NVQ 2 qualification or equivalent (or be in the process of completing) * Be prepared to attend any relevant courses and training | * Appropriate first aid training * Food and Hygiene Certificate | Application form  DBS clearance |
| **Experience** | * Experience of working with children of relevant age | * Experience of working with intervention strategies/SEN programs. * Experience of working with pupils with additional learning needs | Application form and interviews |
| **Knowledge and Understanding** | * Knowledge of a range of strategies to promote good behaviour. * Awareness of confidentiality issues linked to home/pupil/teachers/ school work. * Understanding of principles of child development and learning process. | * Understanding of the needs of children with ASD and SEN. * Understanding of inclusive practice. | Application form and interviews |
| **Skills** | * Ability to use ICT effectively to support learning. * Excellent communication skills. * Ability to work at own initiative and as part of a team. * 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 support the processes and procedures for pupils learning. * Ability to work in a flexible and responsive way with tact, discretion and confidentiality. * Ability to relate well to children and adults. * Ability to work under pressure | * Ability to work with parents/ carers and outside agencies. * Experience of SEN assessment processes | Application form and interviews |
| **Personal Characteristics** | * Calm under pressure. * Tolerant * Ability to work as part of a team. * A good sense of humour! |  | Application form and interviews |
| **Equal Opportunities** | * Comply with School Policy * A commitment to promoting equal opportunities in the classroom. |  |  |

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