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