

TEACHING ASSISTANT

Person Specification

The person specification below shows the key abilities, skills and experience we require in our Classroom teacher. The selection panel will assess each candidate against these criteria, expecting candidates to demonstrate knowledge and understanding of each area and to show evidence of having applied (or awareness of how to apply) this knowledge in the school context.

SKILLS, ABILITIES AND EXPERIENCE	ESSENTIAL / DESIRABLE	IDENTIFIED BY
Qualifications and Training		
GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths	E	Application Form
First-aid training, or willingness to complete it	E	Application Form
Experience		
Experience working in a school environment or other educational setting	E	Application Form
Experience working with children / young people	E	Application Form
Experience planning and delivering learning activities	E	Application Form
Skills and Knowledge		
Good literacy and numeracy skills	E	Application Form
Good organisational skills	E	Application Form
Ability to build effective working relationships with pupils and adults	E	Application Form / Interview
Skills and expertise in understanding the needs of all pupils	E	Application Form / Interview
Knowledge of how to help adapt and deliver support to meet individual needs	E	Application Form / Interview
Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils	E	Application Form / Interview
Excellent verbal communication skills	E	Application Form / Interview
Active listening skills	E	Application Form / Interview
The ability to remain calm in stressful situations	E	Interview
Knowledge of guidance and requirements around safeguarding children	E	Application Form / Interview
Good ICT skills, particularly using ICT to support learning	E	Application Form

SKILLS, ABILITIES AND EXPERIENCE	ESSENTIAL / DESIRABLE	IDENTIFIED BY
Understanding of roles and responsibilities within the classroom and whole school context	E	Application Form / Interview
Personal Qualities		
Enjoyment of working with children	E	Interview
Sensitivity and understanding, to help build good relationships with pupils	E	Interview
A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school	E	Interview
Commitment to maintaining confidentiality at all times	E	Interview
Commitment to safeguarding pupil's wellbeing and equality	E	Interview
Resilient, positive, forward looking and enthusiastic about making a difference	E	Interview
Capacity to inspire, motivate and challenge children and young people	E	Interview