



Person Specification

Criteria		Essential	Desirable
Education/ Qualifications NB: Full regard must be paid to overseas qualifications.	NVQ Level 3 for Teaching Assistants or equivalent	✓	
Experience Relevant work and other experience	Experience of supporting children in a classroom environment. Including those with complex special educational needs Experience of using Information Technology to support pupils in the classroom	✓ ✓	✓
Skills & Ability e.g. written communication skills, dealing with the public etc.	<p>*Delete if not applicable</p> <p>*An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016</p> <p>A good standard of education particularly in English and Mathematics</p> <p>Knowledge of the legal and organisational requirements for maintaining the health, safety and security of yourself and others in the learning environment</p> <p>Knowledge of SEN Code of Practice</p> <p>Knowledge of strategies to recognise and reward efforts and achievements towards self-reliance that are appropriate to the age and development stage of the pupils</p> <p>Ability to provide and offer high quality interactions with pupils</p> <p>Ability to provide classroom cover – with agreed parameters – in the absence of the class teacher</p> <p>Ability to consistently and effectively implement agreed behaviour management strategies</p> <p>Ability to use language and other communication skills that pupils can understand and relate to, including those with complex additional needs</p>	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓



	<p>Ability to establish positive relationships with pupils and empathise with their needs</p> <p>Ability to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs, encouraging the pupils to stay on task</p> <p>Ability to monitor the pupils' response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes</p> <p>Ability to contribute to professional discussions around pupils' knowledge understanding and skills</p> <p>Ability to offer constructive feedback to pupils to reinforce self-esteem and next steps.</p> <p>Ability to work effectively and supportively as a member of the school team</p> <p>Ability to work within and apply all school policies e.g. behaviour management, child protection, Health and Safety, Equal Opportunities</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Training	Willingness to participate in further training and developmental opportunities offered by the school to further knowledge	✓	
Other	<p>A good sense of humour</p> <p>A history of punctuality and reliability.</p> <p>Maintain a high standard of conduct, professionalism and understanding that confidentiality is of the utmost importance.</p>	<p>✓</p> <p>✓</p>	✓

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery.