



**Person Specification
Teaching Assistant Scale 2, point 4**

	Essential	Desirable	How identified
1. Knowledge and skills (including any relevant or required qualifications)	<p>A-C Grades in Maths and English or equivalent.</p> <p>Excellent numeracy, literacy and ICT skills.</p> <p>Ability to supervise and assist pupils.</p> <p>General understanding of the national curriculum and other basic learning programmes/strategies.</p> <p>Knowledge and understanding of behaviour management strategies.</p> <p>Ability to work as part of a team, understanding classroom roles and responsibilities and own position within these roles.</p> <p>Knowledge of relevant policies/codes of practice e.g. child protection</p> <p>Excellent communication skills.</p>	<p>Educated to degree level</p> <p>Knowledge of first aid – First Aid Certificate</p>	<p>Application Form</p> <p>Interview</p>

	Essential	Desirable	How identified
2. Personal Development and Additional Learning	<p>Proven commitment to own self development</p> <p>Willing to participate in further training and development activities</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
3. Experience	<p>Experience of working with or caring for children of relevant primary age</p> <p>Experience of working in a relevant classroom environment</p> <p>Experience of administration work</p> <p>Experience of working within a team</p>	<p>Experience of working with EAL children</p> <p>Previous work in a school environment</p> <p>Ability to work on a one to one with pupils</p> <p>Experience of displaying work effectively</p> <p>Making and maintaining basic teaching resources.</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
4. Initiative	<p>Able to receive instructions and guidance</p> <p>Open-minded and flexible</p> <p>Ability to work under pressure</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
5. Circumstances	<p>Understands the importance of confidentiality and work in a discreet manner where appropriate</p> <p>Ability to relate well to children and adults</p>	<p>Positive attitude to working with children and adults (eg parents, carers)</p>	<p>Application form</p> <p>Interview</p> <p>References</p>