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**Blackhall Primary School Teaching Assistant Person Specification**

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| **Attributes** | **Essential** | **Desirable** | **How identified** |
| **References** | Fully supported in reference |  | Reference |
| **Education** | TA level 3 or equivalentGCSE English and Maths at Grade C or above or equivalent.  |  | Letter of applicationInterviewReference |
| **Experiences** | Working within a primary school setting.Evidence of successfully supporting pupils individually or in groups. | Experience of working with children who have a wide variety of educational needs.To have been involved in intervention work to support learning.Recent training for Read, Write, Inc. | Letter of applicationInterviewReference |
| **Knowledge and Understanding**  | An understanding of the primary school curriculum. | An understanding of how children learn and how to motivate them. |  |
| **Skills** | Model acceptable behaviour and encourage good social skills.Liaise and communicate effectively with others.Reinforce teaching points during teacher input.Clear up misunderstandings and sort out misconceptions.Implement strategies for developing writing, reading, and number skills.Discuss with children their understanding of learning objectives. | Demonstrate good organisational skills.Extend children’s thinking skills.Promote the inclusion of all pupils. | Letter of applicationInterviewReference |
| **Personal Qualities** | EnthusiasmFlexibilityReliabilityAbility to work in teamAbility to build good relationships with pupils and colleagues | Initiative | Letter of applicationInterviewReference |
| **Disclosure of Criminal****Record** | Enhanced DBS check confirming suitability to work with children (school will seek the DBS check)Disqualification by association form required to be completed. |  | Disclosure and Barring Service check |