

**PERSON SPECIFICATION FOR TEACHING ASSISTANT GRADE 3 (1:1 SUPPORT)**

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| **Criteria** | **Essential** | **Desirable** | **Evidenced in** |
| **Qualification** | * NNEB, CACHE level 3, NVQ level 3, BTEC or equivalent qualification * Maths & English equivalent to GCSE   (A-C) |  | Application form |
| **Professional Development** | * Be committed to own professional development. | * Evidence of recent and relevant professional development. | Application form  References |
| **Experience relevant to the post** | * Experience of supporting within Key Stage 2. | * Experience of 1-1 support or pastoral work. * Experience of working with children with behavioural issues * Experience of delivering intervention programmes. * Experience and understanding of working with pupils with medical needs | Application form, references & interview |
| **Knowledge & understanding relevant to the post** | * Knowledge & understanding of the National Curriculum. * Knowledge and understanding of safeguarding procedures. | * A good understanding of key SEN issues e.g. Code of Practice * Understanding of basic First Aid procedures. | Application form, lesson observation, references & interview |
| **Skills** | * Able to form and maintain appropriate professional relationships and boundaries with children and young people. * Ability to supervise pupils effectively both in and out of school in line with the school’s behaviour policy. * A confident and competent user of ICT. * Good interpersonal/communication skills. * Ability to monitor and evaluate pupils’ performance. * Ability to update and maintain accurate pupil records. * Ability and willingness to work as part of a team. * Ability to deal with sensitive information in a confidential manner. | * The ability to work well with parents, carers and the wider community. | Application form, lesson observation, interview & references |
| **Personal qualities/ attributes** | * Willingness to promote the school’s equal opportunities policy. * Willingness to attend and participate in meetings to review pupils’ progress. * Be able to take direction but be prepared to take initiative when required * Ability to demonstrate high expectations of self and others. * Commitment to the personal development and well-being of all pupils. * Display warmth, care and sensitivity in dealing with children. * Willingness to be involved in the wider life of the school e.g. through extra-curricular activities. * Ability to work flexibly. * Good sense of humour. * A positive attitude. | * Ability to bring personal interests and enthusiasm to the school community. * Demonstrate creativity and imagination showing an ability to adapt teaching styles to the needs of pupils. * Be pro-active in offering ideas. | References, lesson observation & interview. |
| **Above all, you need to like children, to want the very best for them and be prepared to put their needs first.** | | | |