

**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 formReferences |
| **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.** |