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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 |
| **Qualification** | Supporting Teaching and Learning Entry Level 1 or  GCSE in English and Mathematics A to C or equivalent or  Relevant equivalent qualification | Supporting Teaching and Learning Level 2  Additional training in areas such as SEND  Current First Aid Certificate | Application form  Selection Process  Pre-employment checks |
| **Experience** | Supporting children | Experience of working with children in a school setting  Supporting behaviour management  Supporting planning learning activities | Application form  Selection Process  Pre-employment checks |
| **Skills/ Knowledge and Understanding** | Organisational skills,  Communication skills.  Ability to work effectively with children  Understanding confidentiality and safeguarding | An understanding of how children learn and how to motivate them.  Knowledge of SEN issues  Knowledge of ICT  Awareness of schools’ policies and procedures |  |
| **Personal Qualities** | A commitment to undertake training and development where appropriate  Sensitivity to pupils’ needs  Ability to work flexibly as part of a team | Initiative | Letter of application  Interview  Reference |
| **Disclosure of Criminal**  **Record** | Enhanced DBS check confirming suitability to work with children (school will seek the DBS check) |  | Disclosure and Barring Service check |