

Northern Education Trust
Post: Teaching Assistant Level 4
PERSON SPECIFICATION

| | | | Assessed by: | |
|--|--|------------------------------|---------------------|-------------------------|
| No | Categories | Essential / Desirable | App Form | Interview / Task |
| QUALIFICATIONS | | | | |
| 1. | 5 GCSE's or equivalent, including English and Maths | E | ✓ | |
| 2. | NVQ Level 3 or equivalent qualification in relevant discipline OR appropriate experience, preferably as a Teaching Assistant | E | ✓ | |
| 3. | Willingness to obtain and / or enhance qualifications and training for development in the post | E | ✓ | |
| 4. | HLTA status/NVQ Level 4 or equivalent qualification in relevant discipline | D | ✓ | |
| 5. | Training on safeguarding | D | ✓ | |
| 6. | First Aid training or willingness to undertake appointed person certificate in First Aid | D | ✓ | |
| 7. | Training in Special Educational Needs strategies | D | ✓ | |
| 8. | Evidence of relevant continuous professional development and training | D | ✓ | |
| EXPERIENCE | | | | |
| 9. | Experience of working with children and young people | E | ✓ | ✓ |
| 10. | Experience of working in the education system and in multi-agency settings | E | ✓ | ✓ |
| ABILITIES, SKILLS AND KNOWLEDGE | | | | |
| 11. | Ability to relate well to children and adults | E | ✓ | ✓ |
| 12. | Ability to work effectively within a team environment, understanding classroom roles and responsibilities | E | ✓ | ✓ |
| 13. | Ability to build effective working relationships with all pupils and colleagues | E | ✓ | ✓ |

| | | | Assessed by: | |
|-----|---|-----------------------|--------------|------------------|
| No | Categories | Essential / Desirable | App Form | Interview / Task |
| 14. | Ability to promote a positive ethos and role model positive attributes | E | ✓ | ✓ |
| 15. | Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate | E | ✓ | ✓ |
| 16. | Ability to adapt own approach in accordance with pupils needs | E | ✓ | ✓ |
| 17. | Understanding of statutory frameworks relating to teaching & learning | E | ✓ | ✓ |
| 18. | Ability to continually develop and extend own working practices | E | ✓ | ✓ |
| 19. | Working knowledge of relevant policies/codes of practice/legislation | E | ✓ | ✓ |
| 20. | Understanding of national curriculum and other basic learning programmes / techniques (within specified age range/subject area) e.g. knowledge of core subjects | E | ✓ | ✓ |
| 21. | Understanding of principles of child development and learning styles | E | ✓ | ✓ |
| 22. | Experience of resources preparation to support learning programmes | E | ✓ | ✓ |
| 23. | Effective use of IT to support learning | E | ✓ | ✓ |
| 24. | Experience of resources preparation to support learning programmes | E | ✓ | ✓ |
| 25. | Excellent communication skills | E | ✓ | ✓ |
| 26. | Be able to maintain confidentiality | E | ✓ | ✓ |
| 27. | Excellent listening skills | E | ✓ | ✓ |
| 28. | Ability to manage behaviour of children in a positive and supportive manner | E | ✓ | ✓ |
| 29. | General awareness of inclusion, especially within a school setting | E | ✓ | ✓ |
| 30. | Relevant knowledge of First Aid | D | ✓ | ✓ |
| 31. | Knowledge of child protection | D | ✓ | ✓ |

| | | | Assessed by: | |
|---------------------------|--|-----------------------|--------------|------------------|
| No | Categories | Essential / Desirable | App Form | Interview / Task |
| 32. | Equal opportunities and recognising the nature of the diverse school community | D | ✓ | ✓ |
| PERSONAL QUALITIES | | | | |
| 33. | Friendly, approachable and professional manner | E | ✓ | ✓ |
| 34. | A commitment to working as part of the whole school team and supporting the vision and aims of the school | E | ✓ | ✓ |
| 35. | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements | E | ✓ | ✓ |
| 36. | Ability to build and maintain successful relationships with pupils; treat them consistently, with respect and consideration, and demonstrate concern for their development as learners | E | ✓ | ✓ |
| 37. | Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils | E | ✓ | ✓ |
| 38. | Ability to liaise sensitively and effectively with parents and carers, recognising their role in pupils learning | E | ✓ | ✓ |
| 39. | Able to improve their own practice through observations, evaluation and discussion with colleagues | E | ✓ | ✓ |

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.