**Roseberry Primary and Nursery School**

Teaching Assistant – Grade 3

Person specification

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|  | **Essential** | **Desirable** | **Evidence** |
| **Application** | * Fully completed application form * Fully supported by references |  | * Application form |
| **Qualifications/**  **Attainments** | * A teaching assistant qualification at NVQ Level 3 (or equivalent) * Understanding of child development * Good numeracy/literacy skills | * A valid First Aid Certificate * Any further qualifications | * Application form * References * Certificates |
| **Experience** | * Experience of working with young children * Experience of working under teacher direction to enable pupils to make progress * Experience of evaluating learning activities through observation * Contributing to planning programmes of learning for individuals, groups and whole class * Experience of supporting pupils with SEND | * Understanding of equal opportunities * Experience of working across all primary key stages * Experience of dealing with the public | * Application form * References * Interview |
| **Skills, Knowledge and Aptitude** | * Ability to relate well with children and adults * Ability to work independently with an individual child * Excellent behaviour management skills * Ability to use initiative when required * Ability to work as a member of a team * Knowledge and understanding of phonics * Good communication skills – written and verbal * Use ICT effectively to support teaching and learning * Accurate record keeping * Ability to prioritise and flexibility to adapt where necessary * Select and adapt appropriate resources/methods to facilitate agreed learning activities. * Ability to note children’s progress and suggest next steps to move learning forward. | * Experience of delivering proven interventions * Knowledge of effective learning strategies for SEND pupils | * Application form * Reference * Interview |
| **Personal Requirements** | * Sensitive to the needs of children and their parents/carers * Calm and positive approach * Ability to work as a member of a team * Ability to work under pressure * Be a good role model to pupils in speech, dress, behaviour and attitude * Ability to support our school ethos * Committed to professional development * Attend and participate in relevant meetings as required as well as participate in training and other learning activities and performance development as required * Can be flexible and adaptable. | * Willingness to be involved in the wider life of school and ‘go the extra mile’. | * Application form * Reference * Interview |

