



Enhanced Teaching Assistant Person Specification

Criteria	Essential	Desirable	Method of Assessment
APPLICATION	<ul style="list-style-type: none"> Well-presented application form Two fully supported references, one of which must be from your current or most recent employer 		Application Form
QUALIFICATIONS	<ul style="list-style-type: none"> A teaching assistant qualification at NVQ Level 3 (or equivalent) Understanding of child development Excellent numeracy/literacy skills with GCSE Grade 5 (or equivalent) or above in Maths and English Language Evidence of recent and relevant Child Protection/ Safeguarding training 	<ul style="list-style-type: none"> First Aid qualification or Paediatric First Aid qualification 	Application Form
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> Experience of working under the direction of a teacher to enable pupils to make progress Experience of evaluating learning activities through observation Contributing to planning programmes of learning for individuals, groups and whole classes Awareness of the needs of children with special educational needs Experience of a range of positive behaviour management strategies 	<ul style="list-style-type: none"> Experience of working in a school setting in a paid or voluntary context Experience of leading a class up to one half day per week using teacher planning 	Application Form References
SKILLS & APTITUDE	<ul style="list-style-type: none"> 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 Excellent communication skills – written and verbal 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. 	<ul style="list-style-type: none"> Experience of delivering proven interventions Familiar with EHCPs Use ICT effectively to support teaching and learning 	Application Form Interview References

PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Sensitive to the needs of children and their parents/carers • Calm, positive and flexible approach • 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 • Willingness to be involved in the wider life of school and 'go the extra mile' • Sense of humour • Willing to lead after school clubs 		Application Form Interview References
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