



Person Specification



Throston Primary School - Teaching Assistant

Throston Primary School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to safer recruitment measures and a Disclosure and Barring Service (DBS) check is required.

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualification	➤ NVQ Level 3 (or equivalent) teaching assistant qualification ➤ GCSE or equivalent in English and maths at grade 4/C or above	➤ Emergency First Aid or Paediatric First Aid ➤ Team Teach Training	➤ Application
Application	➤ Fully supported in references ➤ Well-structured supporting letter which outlines: - understanding of special educational needs within a school environment - understanding of inclusion within a school environment		➤ Application ➤ Reference
Experience	➤ Experience of working in a primary school environment supporting children with special educational needs ➤ Working as part of a team ➤ Evidence of effective behaviour management	➤ Understanding of the impact of Social, Emotional and Mental Health needs on children's learning	➤ Application ➤ Interview

Skills and Knowledge	➤ Awareness of legislation relating to Child Protection and Health and Safety ➤ Ability to communicate effectively ➤ An understanding of inclusion within a mainstream setting ➤ Ability to develop effective working relationships with staff, parents and the wider community ➤ Ability to understand the additional needs that primary age pupils may have ➤ Understanding of child development and learning	➤ General understanding of EYFS and the National Curriculum for primary age children	➤ Application ➤ Interview ➤ Reference
Personal Attributes	➤ Excellent interpersonal skills ➤ Ability to be reflective and self-critical ➤ Ability to organise work, and manage time effectively ➤ Flexibility and adaptability ➤ Positive approach to all work ➤ Integrity, honesty and openness ➤ Value the emotional wellbeing and work-life balance of yourself and of others		➤ Application ➤ Interview ➤ Reference
Professional Development	➤ Recent, up-to-date evidence of relevant CPD		

Please note all appointments within Throston Primary School are subject to a declaration of medical fitness by the Council's Occupational Health Service, having made reasonable adjustments in line with the Equality Act (2010) where necessary.