



PERSON SPECIFICATION

Post title: Teaching Assistant Level 2 – Key Stage 2
Academy: Westgate Hill Primary Academy
Reporting to: Headteacher
Salary/pay range: £25,949 FTE, £22,389 actual salary
Hours of work: 37 hours per week
 Mon & Tues – 8:00am – 4:00pm
 Wed – 8:00am – 4:30pm
 Thurs & Fri – 8:00am – 3:30pm

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
A full and relevant Level 2 Teaching Assistant qualification	X		Application
Training in the Team Teach approach / Talk Boost		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		
Standards driven	X		
Ability to work outside normal Academy hours in line with the Academy and community needs	X		
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		

Emotional resilience in working with challenging behaviours	X		
Knowledge & Experience	Essential	Desirable	How Identified
Knowledge or experience of teaching Read Write etc.		X	Application Interview Task
Ability to demonstrate and promote positive behaviour	X		
A good standard of personal numeracy skills	X		
A good standard of spoken English	X		
Experience of working with children with SEN, particularly Autism / Behaviour support	X		
Experience of working with children with complex SEMH		X	
Skills	Essential	Desirable	How Identified
Ability to prioritise workload effectively to meet deadlines	X		Application Interview Task
Excellent communication and interpersonal skills, including tact and diplomacy	X		
Able to use technology to a basic level e.g., computer, video, photocopier etc.	X		
Able to use language and other communication skills that children can understand and relate to	X		
Able to supervise groups of pupils	X		
Able to undertake observations of individual pupils and complete records under the direction of a teacher	X		
Ability to use own initiative	X		
Willingness to undertake training	X		
A supportive and co-operative team member	X		
Able to work effectively as part of a team and as an individual	X		
Flexible in approach to meet the needs of the pupil and staff	X		
Able to work within and apply all relevant school policies and schemes of work	X		
Motivation to work with children and young people	X		
Attitude to use authority and maintaining discipline	X		
Equal Opportunities	Essential	Desirable	How Identified

Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		