



PERSON SPECIFICATION

Post title: Level 3 Teaching Assistant

Academy: Sedgefield Hardwick Primary Academy

Reporting to: The Headteacher

Salary/pay range: SCP 4-6 (£26,016-£26,847 FTE)

Hours of work: 37 hours per week – Term-time plus 5 inset days plus 5 days

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
To have achieved at least 2 GCSEs in English and Maths at Grades 4-9	X		Application
Teaching Assistant Level 3 Certificate	X		
Valid First Aid Certificate/Paediatric First Aid		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		
Knowledge & Experience	Essential	Desirable	How Identified
Experience of supporting children's learning through play	X		Application Interview Task
Experience of supporting children with Special Educational Needs (SEND)	X		

Ability to communicate, verbally and in written form, with children, parents, carers and colleagues	X		
Ability to provide and facilitate safe and creative play	X		
Ability to work as part of a team	X		
Adhere to and promote all company policies and procedures	X		
Ensure Health and Safety and hygiene is to a high standard	X		
Skills	Essential	Desirable	How Identified
Ability to communicate effectively, verbally and in writing	X		Application Interview Task
Successful experience of working as a cooperative member of a team	X		
Good organisation skills	X		
Willingness to contribute to the wider life of the school	X		
Shows enthusiasm and warmth	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
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		Interview Task