NEWHAM BRIDGE PRIMARY SCHOOL

Person Specification TA Level 3

	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications and Experience	• Level 3 (or higher) Teaching Assistant Qualification or equivalent • Experience working with and caring for children within a Primary School setting • GCSE English and Maths at Grade C/Level 4 or above	• Paediatric First aid • Experience of working with or caring for children in more than one key stage • Experience delivering interventions • Experience of whole class cover • Other relevant training/qualifications	**A**
Knowledge and Understanding	• Excellent working knowledge of how to effectively support teachers in the classroom in their delivery of the Early Years and/or National Curriculum • A good understanding of the Early Years and/or Primary National Curriculum and expectations • Knowledgeable about child development including the different ways children learn. • Have knowledge and/or experience of current practice in at least one key stage • Understanding of relevant polices/codes of practice and awareness of relevant legislation, including safeguarding.	• Understanding effective ways to manage behaviour • Knowledge/experience supporting children with SEND.	**A I R**
Skills and Abilities	• Excellent spoken grammar and communication skills • Ability to relate to well to children and adults • Help to create an environment that promotes independence, creativity and challenge. • Effective in using of a range of technology • Flexibility and adaptability in the face of challenging circumstances with a respect for confidentiality. • Ability to work in accordance with local safeguarding policies and procedures. • Actively promote the school's values, aims and objectives. Co-ordinate and support the work of other TAs. • Ability to be an excellent team player • Able to cover whole classes when required	• Ability to self-evaluate learning needs and actively seek learning opportunities • Coordinate and install displays across school • A talent, passion or creative gift.	**A I R O**
Personal Characteristics	• Proactive, positive, resilient and driven • Professional, honest and reliable • Effective communication skills with both adults and children	• Be flexible and able to work across a broad curriculum and across more than one key stage	**A I R O**

	• Approachability and sensitivity • Ability to inspire, engage and motivate all learners to reach their full potential. • Commitment to equal opportunities and understanding of religious and cultural diversity • A commitment to further professional development and training		

In the first instance, we assess applications against the following elements: • Overall presentation • Use of standard English • Grammatical accuracy If an application does not meet the expected standard, it will be discarded before being matched to the person specification
***A = Application Form; I = Interview; R = Reference; O = Observation**