

**Samuel Lucas J.M.I. School**

**Headteacher: Miss Helen Brind BA (Hons), NPQH**

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**Teaching Assistant Person Specification**

A candidate will only be considered for shortlisting and move forward in the remaining person specification criteria if they meet the initial **essential** criteria under qualifications, knowledge and experience.

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| **Attributes**  ***[How identified]*** | **Essential** | **Desirable** |
| Qualifications  *[Application form]* | * GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths * A commitment to further professional development | * First-aid training, or willingness to complete it * Evidence of professional development and relevant courses related working with children * Relevant qualifications beyond TA role |
| Experience | * Experience working in a school environment or other educational setting * Experience working with children / young people | * Experience planning and delivering learning activities |
| Other relevant  Experience  *[Formal interview]* |  | * An ability to offer expertise in a curriculum area |
| Personal skills/Specialist knowledge  *[Application form]* | * Good literacy and numeracy skills * Good organisational skills * Ability to build effective working relationships with pupils and adults * Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils * Excellent verbal communication skills * Active listening skills * The ability to remain calm in stressful situations * Understanding of roles and responsibilities within the classroom and whole school context * Ability to encourage a positive code of behavior * Be enthusiastic, hard-working and be able to work in a team * Be welcoming and approachable * Commitment to maintaining confidentiality at all times * Commitment to safeguarding and equality | * Skills and expertise in understanding the needs of all pupils * Knowledge of how to help adapt and deliver support to meet individual needs * Good ICT skills, particularly using ICT to support learning * Have a sense of humour * Commitment to wider school experiences |
| Personal Qualities  *[Application form]* | * Enjoyment of working with children * Sensitivity and understanding, to help build good relationships with pupils * A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school * Commitment to maintaining confidentiality at all times * Commitment to safeguarding pupil’s wellbeing and equality * Resilient, positive, forward looking and enthusiastic about making a difference * Capacity to inspire, motivate and challenge children and young people | * An interest in education and any relevant updates/ key legislation |
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