

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

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

Gaping Lane, Hitchin, Herts, SG5 2JQ

Telephone: 01462 456737

Email:admin@samlucas.herts.sch.uk

Website: www.samlucas.herts.sch.uk

**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
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| Experience | * Experience working in a school environment or other educational setting
* Experience working with children / young people
 | * Experience planning and delivering learning activities
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| Other relevant Experience*[Formal interview]* |  | * An ability to offer expertise in a curriculum area
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| 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
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| 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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