

Teaching Assistant – Person Specification

	Essential Attributes	How identified
Qualifications and General Experience	<ul style="list-style-type: none"> Requires knowledge and skills equivalent to NVQ level 2 in Supporting Teaching and Learning or have equivalent experience; may be working towards NVQ level 3 and/ or national occupational standards. 	Application References DBS procedures
Professional knowledge and experience	<ul style="list-style-type: none"> Understanding of the National Curriculum 	Application, References
	<ul style="list-style-type: none"> Experience of the teaching of phonics at KS1 	Application, References
	<ul style="list-style-type: none"> Understanding of the role of a teaching assistant in a Primary setting 	Application, interview, references
	<ul style="list-style-type: none"> Understanding of legislation and its impact on schools and their wider communities e.g. Prevent Duty, Keeping Children Safe in Education etc. 	Application, interview, references
	<ul style="list-style-type: none"> Experience of working as a team to develop the environment and learning plans. 	Interview, Application, Observation
	<ul style="list-style-type: none"> Experience of following teacher planned sessions and leading and preparing these. 	Interview, Application, Observation
Professional Skills	<ul style="list-style-type: none"> Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all 	Application
	<ul style="list-style-type: none"> Committed to meeting the needs of children whatever their ability or background 	Application, interview, references
	<ul style="list-style-type: none"> Ability to communicate and promote the aims and values of the school 	Reference, application
	<ul style="list-style-type: none"> Ability to communicate effectively and to a high standard of English (orally and in writing) 	Observation, references, task, application
	<ul style="list-style-type: none"> Committed to working with parents, colleagues and other agencies in a positive and constructive manner 	Reference, application
	<ul style="list-style-type: none"> Ability to motivate and stimulate pupils of all abilities to enjoy learning and move learning forward through in the moment interactions. 	Observation, reference, task
	<ul style="list-style-type: none"> Willingness to commit to the important role of supporting pupils in our school. 	Observation, application form, reference

	<ul style="list-style-type: none"> • Make appropriate judgements over issues of confidentiality and safeguarding 	Reference, interview
	<ul style="list-style-type: none"> • A commitment to continuing professional development, and evidence of recent relevant training 	Reference, application
	<ul style="list-style-type: none"> • A good understanding of a restorative approaches to behaviour and an ability to positively apply these at all times 	Reference, observation, application
	<ul style="list-style-type: none"> • Work effectively with teachers to ensure effective support for all children 	Reference, interview, observation
Professional Philosophy and Commitment	<ul style="list-style-type: none"> • Ability to reflect and question self 	Interview
	<ul style="list-style-type: none"> • An understanding of the way school can promote values 	Interview
	<ul style="list-style-type: none"> • Knowledge of new initiatives in education and experience of having used these. 	Application, interview, observation
	<ul style="list-style-type: none"> • Prepared to be involved in the whole life of the school 	Interview, reference