



# Samuel Lucas J.M.I. School

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## Teaching Assistant Person Specification

The qualities expressed in the table below will be used for the shortlisting process. We encourage you to acknowledge these within your application and where relevant provide examples.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>➤ GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths</li> <li>➤ A commitment to further professional development</li> </ul>	<ul style="list-style-type: none"> <li>➤ First-aid training</li> <li>➤ Evidence of professional development and relevant courses related working with children</li> <li>➤ Relevant Level 2 or 3 qualification in Supporting Teaching and Learning in Schools</li> <li>➤ Training in behaviour management or specific educational programme e.g. Phonics, Numicon, Wellcomm</li> </ul>
Experience	<ul style="list-style-type: none"> <li>➤ Experience working in a school environment or other educational setting</li> <li>➤ Experience working with children / young people</li> <li>➤ Experience supporting learning in small groups or one-to-one</li> <li>➤ Understanding of the National Curriculum for primary-aged children</li> </ul>	<ul style="list-style-type: none"> <li>➤ Experience planning and delivering learning activities</li> <li>➤ Experience working in foundation years (EYFS and KS1)</li> <li>➤ Experience working with children with Special Education Needs and Disabilities (SEND)</li> <li>➤ Experience supporting children with social, emotional or behavioural needs</li> <li>➤ Experience using educational technology (e.g. interactive whiteboards, tablets, or online learning tools).</li> </ul>
Personal skills/Specialist knowledge	<ul style="list-style-type: none"> <li>➤ Good literacy and numeracy skills</li> <li>➤ Good organisational skills</li> <li>➤ Ability to build effective working relationships with staff</li> <li>➤ Ability to build positive, nurturing relationships with children</li> <li>➤ Understanding of how to support teaching and learning effectively</li> <li>➤ Ability to follow teacher planning while using initiative when needed</li> <li>➤ Excellent verbal communication skills</li> <li>➤ Active listening skills</li> <li>➤ The ability to remain calm in stressful situations</li> </ul>	<ul style="list-style-type: none"> <li>➤ Skills and expertise in understanding the needs of all pupils</li> <li>➤ Knowledge of how to help adapt and deliver support to meet individual needs</li> <li>➤ Have a sense of humour</li> <li>➤ Commitment to wider school experiences</li> <li>➤ Knowledge of intervention strategies to support literacy, numeracy or language development</li> <li>➤ Awareness of the importance of play and creativity in learning</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Understanding of roles and responsibilities within the classroom and whole school context</li> <li>➤ Skilled interaction with pupils to both model and develop language</li> <li>➤ Ability to encourage a positive code of behaviour</li> <li>➤ Be enthusiastic, hard-working and be able to work in a team</li> <li>➤ Be welcoming and approachable</li> </ul>	
Personal Qualities	<ul style="list-style-type: none"> <li>➤ Warm, patient and empathetic manner</li> <li>➤ Positive attitude and enthusiasm for working with children</li> <li>➤ Reliable, punctual and flexible</li> <li>➤ Sensitivity and understanding, to help build good relationships with pupils</li> <li>➤ A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school</li> <li>➤ Commitment to maintaining confidentiality at all times</li> <li>➤ Commitment to safeguarding pupil's wellbeing and equality</li> <li>➤ Resilient, positive, forward looking and enthusiastic about making a difference</li> </ul>	<ul style="list-style-type: none"> <li>➤ An interest in education and any relevant update</li> <li>➤ A positive approach to responding to children with challenging behaviour</li> <li>➤ Capacity to inspire, motivate and challenge children and young people</li> <li>➤ Willingness to learn and undertake further professional development</li> </ul>