

HOBBS HILL WOOD PRIMARY SCHOOL

Person Specification for Teaching Assistant

The criteria in the person specification will be used as follows:

A – the panel will look for evidence on the candidate's application form

I – the panel will look for evidence at interview

T – the panel will look for evidence in the task

Area	Specification
Experience	<ul style="list-style-type: none">• At least four years' experience and extensive training for H3 position• experience in providing high quality learning experiences (T)• experience of using ICT to support learning (A,I)• experience of contributing to the assessment of pupils' progress (A,I)
Knowledge	<ul style="list-style-type: none">• range of strategies to support pupils' learning (A,I)• good numeracy and literacy skills (A,I,T)• GCSE grade C or equivalent in English and Maths (A)• have knowledge of the curriculum relevant to the age and ability range of the learners they support (A)• understanding of safeguarding (A,I)• understand the key factors that affect children's learning and progress (I)• know how to use ICT to support professional activities (A,I)• awareness of data protection and confidentiality
Skills and abilities	<ul style="list-style-type: none">• ability to plan and deliver group and individual activities (T,I)• ability to work on own initiative or as part of a team (I)• ability to contribute to the selection and preparation of resources (I)• skills in behaviour management (T)• ability to demonstrate good speaking and listening skills (T)• ability to effectively communicate with children and parents (I)• a willingness to extend personal skills (A)• a commitment to uphold the ethos of the school (I)
Personal competencies and qualities	<ul style="list-style-type: none">• Understand and embrace the school ethos (I)• Proactive (I,T)• Ability to take the initiative (A, I)• Well organised (A,T)• Flexible – able to adapt to changing situations (I,T)• Friendly and approachable (I,T)