



ACKLAM GRANGE SCHOOL

PERSON SPECIFICATION: TEACHING ASSISTANT



	Essential	Desirable	Measured by
Qualifications / Training	<ul style="list-style-type: none">• Educated to GCSE standard at Grade A* - C for a minimum of 5 GCSEs including Mathematics and English or equivalent qualifications• NVQ Level 2 for Teaching Assistant or equivalent in a relevant subject to complement the role.• Commitment to training/ health and safety legislation	<ul style="list-style-type: none">• NQV Level 3/ HLTA Level 4 for Teaching Assistant (or recognised equivalent qualification)• First Aid qualification	Application form Interview Verification of qualifications
Experience	<ul style="list-style-type: none">• Collaborative working within a team	<ul style="list-style-type: none">• Experience of working to support children's learning gained in a relevant environment	Application form Interview Reference
Knowledge and Understanding	<ul style="list-style-type: none">• F/Qual working knowledge of relevant policies/codes of practice• Understanding of areas of learning, e.g. literacy, numeracy, science, SEN• Understanding of principles of child development and learning processes• Use of learning technologies• Knowledge of a range of classroom behavior strategies	<ul style="list-style-type: none">• Awareness of requirements of SEN and disability legislation• An understanding of curriculum matters	Application form Interview Reference
Skills	<ul style="list-style-type: none">• High standard of interpersonal and oral/written communication skills• Well-developed interpersonal skills to be able to relate well to a wide range of people• Good communication skills	<ul style="list-style-type: none">• Good ICT skills for learning and administrative requirements.	Application form Interview Reference
Person Characteristics	<ul style="list-style-type: none">• Ability to make relationships easily with young people and adults• Ability to motivate students and engage them with their learning• Ability to defuse difficult situations• Ability to represent student needs to others• An enthusiastic approach to working with students• Ability to work flexibly and respond to developing needs• Reliability and integrity• Humour and resilience		Interview Reference