



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 or relevant experience 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 	A/Q A/Q A/I
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 	A/I
Knowledge and Understanding	<ul style="list-style-type: none"> Full working knowledge of relevant policies/codes of practice Committed to safeguarding and promoting the welfare of children and young people 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 behaviour strategies 	<ul style="list-style-type: none"> Awareness of requirements of SEN and disability legislation An understanding of curriculum matters 	A/I A/I A/I A/I
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. 	A/I
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 		 A/I A/I

Measured by Key:

A: Application form

I: Interview

Q: Qualification check