



# ACKLAM GRANGE SCHOOL

## PERSON SPECIFICATION: TEACHING ASSISTANT



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

**Measured by Key:**

A: Application form

I: Interview

Q: Qualification check