

## PERSON SPECIFICATION

**Job Title** TEACHING ASSISTANT LEVEL 2

**STAGE ONE** Disabled Candidates are guaranteed an interview if they meet the essential criteria

MINIMUM ESSENTIAL REQUIREMENTS		METHOD OF ASSESSMENT
<b>1. Skills and Knowledge</b>		
1.1	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	Application Form/Interview
1.2	Ability to build and maintain effective working relationships with all students and colleagues	Application Form/Interview
1.3	Ability to promote a positive ethos and to role model positive attributes	Application Form/Interview
1.4	Good personal numeracy and literacy skills	Assessment
1.5	General understanding of school curriculum and other basic learning programmes/techniques (within specified age range/subject area)	Application Form/Interview
1.6	General awareness of inclusion, especially within a school setting	Application Form/Assessment
1.7	Effective use of ICT to support learning	Application Form/Interview
1.8	Listen and respond to feedback, seek out innovative ways of consulting with, and engaging with partners. Network with others to develop services for the benefit of the wider school community.	Application Form/Interview
1.9	Listen to, support and monitor the diverse contributions made to school development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our school provision and reduce disadvantage.	Application Form/Interview
1.10	Ability to question, and request the right training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. To support others' learning and share learning with others.	Application Form/Interview

<b>2. Experience/Qualifications/Training etc</b>		
2.1	Minimum of 2 years experience of working with &/or caring for students within specified age range/subject area or NVQ Level 2 or equivalent in teaching assistance	Application Form
2.2	English and maths qualifications at Grade C GCSE or above, or equivalent qualifications	Application Form
2.3	Holder of Level 1 or above in British Sign Language or a commitment to work towards BSL3	Application Form

<b>3. Work Related Circumstances – Professional Values &amp; Practices</b>		
3.1	High expectations of all students; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements	Application Form & Interview
3.2	Ability to build and maintain successful relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners	Application Form & Interview
3.3	Demonstrate and promote the positive values, attitudes and behaviour they expect from the students with whom they work	Application Form & Interview
3.4	Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice	Application Form & Interview
3.5	Able to liaise sensitively and effectively with parents and carers, recognising their role in student learning	Application Form & Interview
3.6	Able to improve their own practice through observations, evaluations and discussion with colleagues.	Application Form & Interview

**STAGE TWO** Will only be used in the event of a large number of applicants meeting the minimum essential requirements

<b>ADDITIONAL REQUIREMENTS</b>		<b>METHOD OF ASSESSMENT</b>
<b>1. Skills and Knowledge</b>		
1.1	Experience of resources preparation to support learning programmes	Application Form
1.2	Understanding of other technologies to support learning	Application Form

<b>2.</b>	<b>Experience/Qualifications/Training etc</b>	
2.1	Minimum of 2 years experience of working with &/or caring for students within specified age range/subject area or NVQ Level 2 or equivalent in teaching assistance <b>within an educational setting</b>	Application Form
2.3	Training in SEND strategies	Application Form
2.4	Willingness to undertake appointed person certificate in First Aid	Interview

Note to Applicants: **Please try to show in your application form, how best you meet these requirements**

**Date Person Specification updated**

26<sup>th</sup> June 2014

(updated 27<sup>th</sup> June 2022 by Sarah Roberts)

**Person Specification updated by**

Sarah Roberts