

ASCENT ACADEMIES TRUST – Ash Trees Academy
PERSON SPECIFICATION
TEACHING ASSISTANT (with swimming) – GRADE D

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	GCSE A* - C or equivalent, including Maths and English (evidence required)	Application Certificate	D1	Evidence of continued commitment to personal professional development	Application Interview
	E2	ATSPRA or equivalent, at point of taking up role (evidence required)	Application Certificate			
Experience & Knowledge	E3	Experience of working with pupils who have complex needs, including meeting their welfare needs, where relevant for the post	Application Reference	D2	Training in positive behaviour management techniques	Application Reference Interview
	E4	Recent experience of working with pupils with SEN in a primary age setting	Application Reference			
	E5	Knowledge of how ICT can be used to support the learning of students with special needs	Application Reference Interview			
	E6	Experience of working effectively with a range of professionals and possess strong people skills	Application Reference Interview			
Skills	E7	Ability to teach and promote safety whilst facilitating physical, emotional and educational development of the students you are responsible for	Application Interview			
	E8	Ability to maintain effective strategies for dealing with those pupils who have challenging behaviour, manage behaviour effectively and positively	Application Interview			

	E9	An ability to promote and safeguard all children.	Application Interview			
	E10	Possess sound organisational skills and be able to work on your own initiative	Application Interview			
Personal Attributes	E11	A willingness to share knowledge and demonstrate good practice to colleagues from within the academy and to those from other establishments, be innovative and flexible	Application Interview			
Special Requirements	E12	Ability to work flexibly to meet the demands of the post	Application Interview	D3	A willingness and ability to work across the Trust as required	Application Interview
	E13	Suitable to work with children/young people	Application Disclosure			