

**ASCENT ACADEMIES TRUST – Hope Wood Academy**  
**PERSON SPECIFICATION**  
**TEACHING ASSISTANT – GRADE D**

| ESSENTIAL                             |              |   |                                 | DESIRABLE    |  |                                 |
|---------------------------------------|--------------|---|---------------------------------|--------------|--|---------------------------------|
|                                       | Criteria No. | ATTRIBUTE   | Stage Identified                | Criteria No. | ATTRIBUTE  | Stage Identified                |
| <b>Qualifications &amp; Education</b> | E1           | GCSE A*- C or equivalent, including Maths and English (evidence will be required)   | Application Certificate         | D1           | Evidence of continued commitment to personal professional development                  | Application Interview           |
|                                       | E2           | Relevant qualification to NVQ Level 3, Teaching Assistant qualification (evidence required)   | Application Certificate         |              |  |                                 |
| <b>Experience &amp; Knowledge</b>     | E3           | Significant experience of working with pupils who have PMLD/ SLD/ ASD and complex physical needs, including meeting their welfare needs, where relevant for the post                        | Application Reference           | D2           | Training in areas such as epilepsy, moving and assisting, PEG feeding, rebound therapy | Application Reference Interview |
| <b>Skills</b>                         | E4           | Ability to deliver appropriate curriculum to individuals and groups of children with a range of special needs ie PMLD/ SLD/ ASD and complex medical needs                                   | Application Interview           |              |  |                                 |
|                                       | E5           | Ability to support teacher in maintaining effective communication with home/school and range of professionals.  | Application Interview           |              |  |                                 |
|                                       | E6           | Recognise that you may be faced with physically challenging behaviours at times and have the ability to deal with this positively, confidently and to identify any support you may require. | Application Reference Interview |              |  |                                 |
|                                       | E7           | An ability to promote and safeguard all children.   | Application Interview           |              |  |                                 |

|                             |     |  |                        |    |  |                       |
|-----------------------------|-----|--|------------------------|----|--|-----------------------|
|                             | E8  | Possess sound organisational skills and be able to work on your own initiative | Application Interview  |    |  |                       |
| <b>Special Requirements</b> | E9  | 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 |
|                             | E10 | Suitable to work with children/young people                                    | Application Disclosure |    |  |                       |