TA Level 3 – Person Specification

	Essential			Desirable		
	Criteria No	**Attribute**	**Stage Identified**	**Criteria No**	**Attribute**	**Stage Identified**
Qualifications & Education	E1	NVQ Level 3 or equivalent qualification in relevant discipline	AF, C	D1	First Aid training	AF, C
	E2	GCSE English and Mathematics A – C or equivalent	AF, C	D2	Child Protection training	AF, C
Experience & Knowledge	E3	Experience of working with children in a similar age group	AF, R, I	D2	Experience of working with vulnerable children	AF, R, I
	E4	Experience of working in a school environment	AF, R, I			
	E5	Knowledge of GDPR	AF, R, I			
Skills	E6	Ability to relate well to children and adults	AF, R, I			
	E7	Knowledge and understanding of children's needs with a range of abilities and from a variety of backgrounds	AF, R, I			

	E8	Be able to motivate and support young people to over come barriers to their learning	AF, R, I		
	E9	Excellent literacy and numeracy skills	AF, R, I		
	E10	Excellent communication skills	AF, R, I		
	E11	Ability to work effectively as part of a team	AF, R, I		
	E12	Ability to maintain confidentiality on all school matters	AF, R, I		
	E13	Good listening skills	AF, I		
Personal Attributes	E14	Participate in training and development opportunities	AF, R, I		
	E15	Ability to abide by school policies and procedures.	AF, R, I		
	E16	Friendly, approachable and professional manner			
Special Requirements	E17	A commitment to working as part of the whole school team and supporting the vision and aims of the school	AF, R, I		

	E18	Motivation to work with children	AF, R, I			
	E19	Ability to form and maintain appropriate relationships and personal boundaries with children	AF, R, I			
	E20	Emotional resilience in working with challenging behaviours and attitude to use authority and maintaining discipline	AF, R, I			
	E21	Experience of working with pupils with ASD.	AF, I			
	E22	Suitability to work with children	D			

Key – Stage Identified	
AF	Application Form
C	Certificates
I	Interview
R	References
D	Disclosure and Barring Check