

## PERSON SPECIFICATION

### Enhanced Teaching Assistant (Maternity Cover)

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
GCSE Maths and English (Grade C or above) or equivalent	X		Application
Achieved or willing to work towards CACHE Level 2, Teaching Assistant Level 3 or QTS	X		
Trained First Aider / willingness to train as one and take on the role		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly <b>ambitious</b> for self and organisational growth	X		Application Interview Task
Are <b>brave</b> in leadership decision making, being innovative and forging new paths	X		
Are <b>curious</b> to identify solutions based on rigorous evidence and research	X		
Are <b>determined</b> to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about <b>extraordinary</b> change which may challenge the norm	X		
Are <b>fast</b> and nimble to address emerging needs and underperformance	X		
Are <b>good</b> , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Experience of operating in a support role within a Secondary school		X	Application Interview Task
Evidence of working closely with 11 to 16-year-old students of mixed ability		X	

Experience supporting low ability students		<b>X</b>	
Experience delivering Literacy/Numeracy development programmes		<b>X</b>	
Experience of working with students who have restricted mobility and/or wheelchair users		<b>X</b>	
The ability to utilise IT software	<b>X</b>		
Practical knowledge of policies and procedures relevant to child protection and health and safety		<b>X</b>	
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Ability to prioritise workload effectively to meet deadlines	<b>X</b>		Application Interview Task
Excellent communication and inter-personal skills, including tact and diplomacy	<b>X</b>		
<b>Equal Opportunities</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	<b>X</b>		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	<b>X</b>		
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Committed to the protection and safeguarding of children and young people	<b>X</b>		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	<b>X</b>		