

## PERSON SPECIFICATION

### Teaching Assistant Level 3

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
Hold Level 3 Teaching Assistant qualification, Nursery Nurse qualification or equivalent	X		Application
Up to date Safeguarding Training	X		
A willingness to undertake any professional development which is relevant to the post	X		
Evidence of relevant professional development	X		
CAMHS Training / Qualifications		X	
ASD Training / Qualifications		X	
Training in de-escalation strategies e.g., Team Teach		X	
First Aid Training and / or Paediatric First Aid		X	
Moving and Assisting Training		X	
Administration of medication		X	
Personal Attributes	Essential	Desirable	How Identified
The ability to work both independently and as part of a team	X		Application Interview Task
Conscientious and hard working	X		
Good timekeeping	X		
Personal commitment and flexibility	X		
Demonstrate enthusiasm and sensitivity whilst working with others	X		

Work creatively to meet the needs of pupils with a wide range of complex learning difficulties, disabilities, sensory, medical and physical needs and who may also display challenging behaviours	X		
Are highly <b>ambitious</b> for self and organisational growth	X		
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		
<b>Knowledge &amp; Experience</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Experience of working with primary ages pupils, and a proven record of outstanding practice	X		Application Interview Task
Experience of working with pupils with Special Educational Needs and/or disabilities	X		
Knowledge of SEND, in particular, supporting pupils with Social, Emotional and Mental Health (SEMH) and/or Communication and Interaction needs	X		
A knowledge of the Early Years and primary National Curriculum	X		
An understanding of Safeguarding procedures	X		
A knowledge of Health and Safety		X	
Experience of working as part of a multi-professional team		X	
<b>Skills &amp; Key Criteria</b>	<b>Essential</b>	<b>Desirable</b>	

The ability to establish and maintain effective relationships with pupils, colleagues, parent/carers and other professionals to improve outcomes for pupils	X		Application Interview Task
Demonstrate accuracy in Maths and written English to a sufficient level to support pupils	X		
Excellent communication and inter-personal skills, including tact and diplomacy	X		
Contribute to planning, delivery, recording and assessment of education and care	X		
IT skills to support planning and preparation	X		
Organisational skills with the ability to plan	X		
Good verbal and written communication skills	X		
Put into practice care, behaviour management, medical management and moving and assisting plans	X		
Evidence of successfully working with children with SEN or complex learning and physical / medical needs	X		
<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	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		