

PERSON SPECIFICATION

Enhanced Teaching Assistant

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 ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , 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 prior attainment		X	

Experience supporting students with low prior attainment		X	
Experience delivering Literacy/Numeracy development programmes		X	
Experience of working with students who have restricted mobility and/or wheelchair users		X	
The ability to utilise IT software	X		
Practical knowledge of policies and procedures relevant to child protection and health and safety		X	
Skills	Essential	Desirable	How Identified
Ability to prioritise workload effectively to meet deadlines	X		Application Interview Task
Excellent communication and inter-personal skills, including tact and diplomacy	X		
Equal Opportunities	Essential	Desirable	How Identified
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		
Safeguarding	Essential	Desirable	How Identified
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		