The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.

| **Criteria** | Essential | **Desirable** | **To be measured by** |
| --- | --- | --- | --- |
| **Qualifications** | * Good Numeracy / Literacy skills. | * NVQ 2 (or equivalent qualification or experience). * Completion of DfES Teacher Assistant Induction Programme. * Training in relevant strategies (e.g. literacy). * First Aid Training as appropriate. * Specific behaviour management training * Training in the use of appropriate physical intervention techniques. * Evidence of GCSE (or equivalent) qualifications | * A / I * A * A   + A / I   + A |
| **Skills** | * Effective use of ICT to support learning. |  | * A / I |
|  | * Use of equipment technology. |  | * A / I |
|  | * General understanding of national/foundation stage curriculum and other basic learning programmes/strategies. | * Understanding of relevant policies/codes of practice and awareness of relevant legislation. | * A / I |
|  | * Basic understanding of child development and learning. |  | * A / I |
|  | * Ability to self-evaluate learning needs and actively seek learning opportunities. |  | * A / I |
|  | * Ability to relate well to children and adults. | * Calm and patient. | * A / I |
|  | * Work constructively as part of a team, understanding classroom roles and responsibilities. |  | * A / I |
| **Experience** | * Working with or caring for children of relevant age. | * Experience of working with children having specific learning difficulties in reading and writing * Experience of working in more than one school | * A / I |
|  |  |  |  |