**PERSON SPECIFICATION**

**Job Title:** Supply Teaching Assistant – Level according to qualifications

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Selection criteria** **(Essential)** | **Selection criteria** **(Desirable)** | **How Assessed** |
| Education & Qualifications | Level 2 Qualification for Teaching Assistants, equivalent qualification or level of experience English and Maths skills equivalent to Level 2 of the National Qualification & Credit FrameworkExperience of working with children with English as an Additional LanguageEvidence of Training in a particular curriculum or learning area e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE etc Paediatric First Aid certificate (or willingness to achieve within 12 months of appointment) |  | AF / I(Please bring certificates to interview)AF / IAF / IAF / IAF / I |
| **Experience** | Experience of preparing and delivering resources which contribute to learning objectives and success criteriaExperience of effectively using IT to support learningExperience of contributing to and implementing Individual Education Plans Experience of preparing feedback on learners’ achievement and progress to contribute to the overall feedback produced by the teacherExperience of working with pupils with different abilities and adapting your approach in accordance with pupil’s needs |  | AF / IAF / IAF / IAF / IAF / I |
| **Skills & Abilities** | Interpersonal skills to build and maintain successful relationships with learners, treat them consistently with respect and consideration, and demonstrate interest in their development as learnersCommunication skills to sensitively interact with parents and carersTo demonstrate and promote the positive value, attitudes & behaviour you expect from learners with whom you workCreative skills to contribute to and adapt learning activities relating to Curriculum Team-work skills to work collaboratively with colleagues and to carry out your role effectively knowing when to seek help and adviceEffective organisational skills to work under pressure to complete tasks to potentially conflicting deadlinesTo constantly improve own practice/ knowledge through self evaluation and learning from others |  | AF / IAF / IAF / IAF / IAF / IAF / IAF / I |
| **Knowledge** | Working knowledge of the policies/codes of practice/legislation relevant to the role, including the promotion of the welfare of all learnersKnowledge of the Key Stage 1 CurriculumUnderstanding of child development and learning styles and processes Understanding and/or experience of child led learningKnowledge of appropriate resources available to support learning programmes Understanding of equal opportunities and inclusion, and how they apply in a school setting |  | AF / IAF / IAF / IAF / IAF / I |
| Work Circumstances | To work flexibly as the workload demandsOccasional out of hours working to support school functions  |  | AF / IAF / I |

*Abbreviations:* AF = Application Form; I = Interview.