



### Person Specification for Grade 4 Teaching Assistant

| Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Desirable                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Good numeracy and literacy skills including GCSE English and Maths or equivalent</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>• NVQ level 2 or 3 in childcare and education or equivalent qualification</li> <li>• First Aid Training</li> <li>• Evidence of basic Safeguarding training</li> </ul>                                                                                                                                                                               |
| <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Experience of working with children or young people</li> <li>• Experience of work successfully in a team</li> <li>• Experience of effective communication</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• Evidence of making a significant contribution to a team</li> <li>• Previous experience of supporting children to make progress towards agreed targets</li> <li>• Previous experience of working with children with a range of Special Educational Needs, including autism.</li> </ul>                                                             |
| <p><b>Specialist Knowledge</b></p> <ul style="list-style-type: none"> <li>• Knowledge &amp; understanding of the Primary Curriculum or the willingness to learn</li> <li>• The ability to promote good behaviour through positive reinforcement</li> <li>• Good ICT skills</li> <li>• An awareness of the importance of Safeguarding</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• The ability to support children towards the next steps in their learning</li> <li>• Experience of adapting the curriculum to support the needs of an individual</li> </ul>                                                                                                                                                                        |
| <p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Effective communication skills with children and adults</li> <li>• Willingness to take part in essential training</li> <li>• A commitment to working constructively as part of a team, or independently if necessary</li> <li>• A commitment to the highest standards</li> <li>• Appreciation of diversity and a firm belief in genuine equality of opportunity for all</li> <li>• Awareness of issues related to confidentiality, accountability and professional boundaries</li> <li>• Good time management skills</li> <li>• Ability to adopt a calm and consistent approach when working with children</li> <li>• Flexible approach to working</li> <li>• The ability to embrace change with enthusiasm and a positive outlook</li> <li>• Self-motivation and initiative</li> <li>• Sense of humour</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence of reflective practice and a commitment to further professional development and training</li> <li>• A commitment to the role of parents as co-educators</li> <li>• A creative thinker</li> <li>• The ability to inspire and motivate children</li> <li>• Ability to think 'outside of the box' when confronted with a problem</li> </ul> |