

Employee Specification Form
Specification for the post of: **Teaching Assistant (Level 2)**

M23

	Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications	- NVQ Level 2 Teaching Assistant or equivalent - Good numeracy/literacy/ICT skills	Application Certificates	- Up-to-date Safeguarding Training (Level 1) - First aid training - Participation in development and training opportunities	Application Certificates
Experience	- Recent experience and knowledge of working with children across all phases but particularly with lower Key Stage 2 - Experience of working with vulnerable children with special educational needs, including ASC and ADHD - Excellent classroom practitioner with high expectations for pupils' attainment and behaviour - Experience of using a range of positive behaviour strategies to overcome challenging behaviour - Some experience and understanding of adapting activities to engage and motivate reluctant learners to achieve good outcomes - Ability to cater for a variety of learning styles - Experience of working with small groups, individuals and whole classes	Application Interview	- Recent, successful experience in Key Stage 1 or Key Stage 2 - Ability to deliver creative, alternative teaching and learning - Successful experience of working with teachers, teaching assistants and other adults - Experience of delivering and supporting a systematic approach to phonics and reading - Experience of working with parents and families effectively - Flexibility of working with children and staff across Key Stage 1 or Key Stage 2	Application Interview References
Knowledge & Skills	- A knowledge of the lower Key Stage 2 curriculum - Ability to relate well to children and persevere when challenges arise - Ability to work constructively and discretely as part of a team - Able to use assessments to inform future work - Able to use ICT to enhance and support work - Good communication skills	Application Interview	- Ability to take direction from the class teacher - Ability to self reflect to improve practice in supporting pupil progress	Application Interview References
Special Requirements	- A willingness to nurture a child's individuality - Commitment to inclusion - Patience, resourcefulness and resilience - Embrace the school's values and ethos	Application Interview	- Willingness to deliver an Enrichment club so that target children make accelerated progress - Contribute to the wider life of the school	Application Interview