PERSON SPECIFICATION - TEACHING ASSISTANT (LEVEL THREE)

ASSESSMENT METHOD	SHORT-LISTING CRITERIA	ESSENTIAL	DESIRABLE
APPLICATION FORM/ INTERVIEW	**QUALIFICATIONS/TRAINING** A Diploma in Childcare and Education; NVQ in Children's Care, Learning and Development (CCLD); NVQ3 in Supporting Teaching and Learning; Foundation Degree in Supporting Teaching and Learning or equivalent qualification is essential.	√	
APPLICATION FORM/ INTERVIEW	Training in the relevant strategies eg. literacy/numeracy or in particular curriculum or learning area eg. bi-lingual, sign language, dyslexia, ICT.		√
APPLICATION FORM/ INTERVIEW	**EXPERIENCE** A minimum of two years experience of working with children (within a specified age range or subject area) within an educational setting**.**	√	
APPLICATION FORM/ INTERVIEW	**SKILLS** Ability to work effectively within a team environment, understanding classroom roles and responsibilities	√	
APPLICATION FORM/ INTERVIEW	Ability to promote a positive ethos and role model positive attributes	√	
APPLICATION FORM/ INTERVIEW	Ability to build effective working relationships with all pupils and colleagues	√	
APPLICATION FORM/ INTERVIEW	Ability to adapt own approach in accordance with pupil needs	√	
APPLICATION FORM/ INTERVIEW	Ability to work with children at all levels regardless of specific individual need and learning styles as appropriate	√	
APPLICATION FORM/ INTERVIEW	Ability to use basic technology	√	
APPLICATION FORM/ INTERVIEW	Very good personal numeracy and literacy skills	√	
APPLICATION FORM/ INTERVIEW	**KNOWLEDGE** Working knowledge and understanding of national curriculum and other relevant learning programmes/strategies.		√
APPLICATION FORM/ INTERVIEW	Working knowledge and general understanding of principles of child development, learning styles and independent learning	√	

APPLICATION FORM/ INTERVIEW	Working knowledge of relevant policies/codes of practice and awareness of relevant legislation	√	
APPLICATION FORM/ INTERVIEW	Understanding of inclusion especially within a school setting	√	
APPLICATION FORM/ INTERVIEW	Experience of resources preparation to support learning programmes	√	
APPLICATION FORM/ INTERVIEW	Can use ICT effectively to support learning	√	
APPLICATION FORM/ INTERVIEW	**PROFESSIONAL VALUES AND PRACTICE** High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	√	
APPLICATION FORM/ INTERVIEW	Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners	√	
APPLICATION FORM/ INTERVIEW	Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	√	
APPLICATION FORM/ INTERVIEW	Able to improve their own practice through observations, evaluation and discussion with colleagues	√	
APPLICATION FORM/ INTERVIEW	Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	√	
APPLICATION FORM/ INTERVIEW	Ability to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning	√	
APPLICATION FORM/ INTERVIEW	Willingness to participate in relevant training and development opportunities	√	