

<b><u>Buxton Junior School</u></b>		A	O	I	D
<b><u>Teaching &amp; Learning Assistant</u></b>					
<b><u>Person Specification</u></b>					
<b>A-Application O-Observation I-Interview D-Documentary Evidence</b>					
Knowledge / qualifications	<ul style="list-style-type: none"> <li>Qualifications relevant to the post e.g., equivalent to NVQ2 or above in Classroom Support or Childcare, <b>OR</b> a willingness to complete TA training if successfully appointed.</li> <li>Experience working with children with SEND.</li> <li>Knowledge of Teaching and Learning Assistants' contribution to raising standards by promoting independent learning.</li> <li>Knowledge of appropriate behaviour management practices.</li> <li>Knowledge of how Health and Safety policies and procedures contribute to the maintenance of pupil safety and security.</li> <li>Knowledge or experience of using intervention programmes.</li> <li>Level 2 or equivalent qualifications in English and Maths.</li> </ul>	*		*	*
Skills / abilities Interpersonal	<ul style="list-style-type: none"> <li>Excellent communication skills, both orally and in writing.</li> <li>Ability to contribute to the management of pupil behaviour.</li> <li>Ability to contribute to raising standards of achievement for all pupils.</li> </ul>	*	*	*	
Skills / abilities Other	<ul style="list-style-type: none"> <li>Creativity and problem solving skills.</li> <li>Ability to implement programmes planned together with other professionals.</li> <li>Ability to contribute to the health and wellbeing of pupils.</li> <li>Computing skills to support pupil use of ICT.</li> <li>Ability to organise classroom resources and maintain pupil records.</li> <li>Support individual learning needs and development e.g., cognitive and learning skills.</li> </ul>	*		*	
Experience	<ul style="list-style-type: none"> <li>Direct experience of raising pupil attainment through personal intervention.</li> <li>Experience of working within a mainstream education setting.</li> <li>Support work with children and young people, including children with special educational needs</li> <li>Innovative use of resources and materials, including ICT packages that support pupils' learning.</li> <li>Understanding the role of parents and the wider community in education.</li> </ul>	*	*	*	
Equal Opportunities	<ul style="list-style-type: none"> <li>Commitment to inclusive education.</li> <li>The desire to create a working culture which values creativity and openness and is sensitive to need.</li> <li>Motivated to maximise equal opportunities.</li> <li>Awareness, understanding and commitment to the pursuit of the Equality Act 2011 in terms of service delivery and employment practice.</li> </ul>	*	*	*	
Work related circumstance	<ul style="list-style-type: none"> <li>Be willing to undertake training and development as necessary in order to enhance service delivery.</li> </ul>	*		*	