



Chaucer Junior School

Person Specification – TA

	Essential	Desirable
	The successful candidate will...	The successful candidate could...
Qualifications and training	– two or more GCSEs at grades 9 to 3 or equivalent (including English and Maths) – have Level 3 or equivalent qualification and experience (or be willing to undertake suitable qualifications)	– have additional relevant qualifications and/or training, including a first-aid qualification – first aid training – safeguarding training
Experience	– have experience of working within in a school setting or alongside young people – have experience in supporting pupils across the full curriculum – have experience in supporting the wellbeing of young people	– have experience of working at Key Stage 2 – have experience working in a variety of different areas, particularly those similar to our catchment – have experience in working alongside a variety of children, including those with SEND, EAL and behavioural difficulties – have experience in personal care, such as changing nappies or assisting with personal hygiene – particularly with older children or adults
Knowledge and skills	– have a thorough understanding of how to safeguard children and apply this in a proactive and vigilant manner – show understanding and sympathy towards the complex lives that some young people lead – understand that all children learn differently and to know how different strategies can be used to engage every learner	– be competent in their use of online systems such as MyConcern, Arbor and iTrack – be familiar with THRIVE techniques for behaviour management – demonstrate an understanding of different forms of assessment

	– demonstrate a high standard of written English, including grammar, and a good level of Mathematic ability – have a good understanding of behaviour management and be able to apply a range of positive techniques – understand of the needs of pupils with SEND and EAL – have good communication skills and know the importance of good working relationships with staff, parents and the school community	
Personal qualities	– be punctual, reliable and demonstrate professionalism – be positive, friendly, engaging and approachable – promote a safe and constructive working environment, constantly demonstrating high expectations for themselves and their pupils – be patient, compassionate and forgiving – work successfully as part of a team – show an ability to develop appropriate and positive relationships – be resilient and work well under pressure – have good problem-solving skills – be a reflective practitioner who constantly looks to improve their practice and learn from others – be committed to equality for all	– be dynamic, creative and innovative – demonstrate flexibility and adaptability in dealing with changing situations – have self-confidence – appear relatable to people from all backgrounds