

EMPLOYEE SPECIFICATION

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Post Title: Teaching Assistant		Directorate/School: Springwell Leeds Academy		Scale: 2
Criteria No	Attributes	Criteria	How Identified	Rank
	Relevant Experience	Relevant experience to the post/successful experience in a Springwell Leeds setting Working with children of relevant age Working with children/young people with SEN and/or social, emotional and mental health difficulties General technical/resource support	Application form/interview Application form/interview Application form/interview Application form/interview	Desirable Desirable Desirable Desirable
	Education and Training Attainments	Level 2 qualification or equivalent (or commitment to work towards this) Level 3 Qualification Level 4 Qualification Commitment to all CPD offered Gained Team Teach - Positive Behaviour Management Level 2 as a minimum (or willingness and capability to achieve this)	Application form/interview Application form/interview Application form/interview Application form/interview Interview	Desirable Essential Desirable Desirable Essential Essential

	General and Special Knowledge	Understanding of pupils with social, emotional and mental health difficulties and special educational needs	Application form/interview	Desirable
		Knowledge of the range of ways that pupils learn	Application form/interview	Desirable
		Knowledge of interventions	Application form/interview	Desirable

	Skills and Abilities	<p>Ability to relate well to children and adults</p> <p>The ability to personalise and differentiate learning</p> <p>Ability to use correct English in spoken and written communication</p> <p>Work constructively as part of a team,</p> <p>understanding classroom roles and responsibilities and your own position within these</p> <p>Ability to respond calmly and use initiative</p>	<p>Application form/interview</p> <p>Application form/interview</p> <p>Application form/interview</p> <p>Application form/interview</p> <p>Application form/interview</p>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p>
	Additional Factors	<p>Demonstrate a commitment to Equal Opportunities</p> <p>To comply with all policies adopted by the Governing Body for example, Health and Safety, Equal Opportunities and Data Protection</p> <p>This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment</p>	<p>Application form/interview</p> <p>Application form/interview</p> <p>Application form/interview</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>