

# Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

**Essential:** Requirements without which the job could not be done.

**Desirable:** Requirements that would enable the candidate to perform the job well.

**Evidence:** **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
<b>Qualifications and Professional Development</b>			
Meet Higher Level Teaching Assistant standards or equivalent qualification or experience	X		A
Excellent numeracy/literacy skills – equivalent to NVQ Level 2 in English and Maths		X	A
GCSE or equivalent in English and Maths	X		A
Training in relevant learning strategies e.g. literacy	X		A
Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT		X	A
<b>Experience</b>			
Experience working with children of relevant age in a learning environment	X		A / I
Working as part of a team to achieve objectives	X		A / I
<b>Professional Knowledge and Understanding</b>			
Ability to deal in a calm and confident manner with behavioural issues	X		I
Ability to work with children from a wide range of social and cultural backgrounds.	X		A / I
Can use ICT effectively to support learning	X		A
Full working knowledge of relevant policies/codes of practice/legislation		X	A
Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies	X		A
Ability to organise, lead and motivate a team		X	I

Understanding of statutory frameworks relating to teaching	X		A / I
Good understanding of child development and learning processes	X		A / I
Constantly improve own practice/knowledge through self-evaluation and learning from others	X		I
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	X		I / R
<b>Personal Skills and Attributes</b>			
Ability to have positive interactions with adults and children of all ages	X		I / R
Able to maintain confidentiality at all times about school issues, within school and in the wider community.	X		I / R
<b>Other</b>			
A willingness to promote the ethos of the school	X		
Commitment to the School's Equal Opportunities Policy and Acceptance	X		