

## Teaching Assistant Level 2 - Person Specification

| Education and Qualifications                                                               | Criteria | Assessment |
|--------------------------------------------------------------------------------------------|----------|------------|
| English and Mathematics GCSE or equivalent                                                 | E        | A          |
| Degree or other higher education equivalent                                                | D        | A          |
| Commitment to personal/professional development                                            | E        | A          |
| Experience                                                                                 | Criteria | Assessment |
| Experience of working with young people                                                    | E        | A/I        |
| Experience of working with a range of emotional needs                                      | E        | A/I        |
| Experience of delivering SEND materials, ASDAN courses and literacy/numeracy interventions | D        | A/I        |
| Knowledge and Understanding                                                                | Criteria | Assessment |
| Knowledge of the teaching and learning within literacy & numeracy                          | D        | A/I        |
| Ability to employ a range of strategies for learning                                       | D        | A/I        |
| Current knowledge and understanding towards delivering a high quality SEND provision       | E        | A/I        |
| Skills and Attributes                                                                      | Criteria | Assessment |
| Ability to establish good working relationships and effective teamwork                     | E        | A/I        |
| Good communication skills                                                                  | E        | A/I        |
| Excellent role model for staff and students                                                | E        | A/I        |
| Ability to generate ideas and drive initiatives                                            | E        | A/I        |
| Able to promote Brooke Weston Academy standards and ethos                                  | E        | A/I        |
| Personal Qualities                                                                         | Criteria | Assessment |
| Highly motivated and self-reliant                                                          | E        | A/I        |
| Enthusiastic and committed                                                                 | E        | I          |
| High standards of professionalism and confidentiality                                      | E        | A/I        |
| High standards of personal presentation                                                    | E        | I          |
| Demonstrated skills in organising multiple tasks and projects                              | E        | A/I        |
| Reliable with an excellent record of attendance and punctuality                            | E        | A/I        |
| Flexibility in a range of professional situations                                          | E        | A/I        |
| A forward-thinking approach                                                                | E        | I          |
| Excellent interpersonal skills                                                             | E        | I          |
| Ability to be reflective and self-critical                                                 | E        | I          |
| Display calmness under pressure; but remain focussed                                       | E        | I          |
| To have an understanding of and a commitment to Equal Opportunities within the workplace   | E        | I          |

### Criteria Key

- E** Essential
- D** Desirable

### Assessment Key

- A** Application Form
- I** Interview