



Teaching Assistant Person Specification

Responsible to: Class Teachers, Year Leaders, Deputy Heads

Criteria	Attributes	Essential (E) Desirable (D)	Assessed by: Application (A) Interview (I)
Safeguarding	A knowledge and understanding of relevant national and local safeguarding and child protection policies and procedures	E	A/I
	The ability to work within the guidelines of all adopted school policies and the Cranfield Academy Staff Safer Code of Conduct	E	I
Qualifications	Educated to GCSE level with English and Maths at A*-C.	E	A
	Willingness to participate in other development and training opportunities.	E	A
	First Aid qualification	D	A
	Level 2 or 3 early years/teaching and learning qualification	D	A
Experience	Experience working in a school environment or other educational setting	E	A
	Experience working with children with special educational needs (SEND)	E	A/I
	Experience planning and delivering learning activities	E	A/I
Professional Knowledge and Skills	Knowledge of the primary phase (4-11) curriculum and ability to apply this effectively in supporting teachers and pupils	E	A/I

	Skills and expertise in understanding the needs of all pupils	E	I
	Knowledge of how to help adapt and deliver support to meet individual needs	D	I
	Good oral and written skills	E	A/I
	Ability to build effective working relationships with pupils and adults	E	A/I
	Ability to work as part of a team and to be flexible in approach to daily routines	E	I
	The ability to remain calm in stressful situations	E	I
	Good ICT skills, particularly in using ICT to support learning	E	I
	Good organisational skills	E	A/I
Personal Qualities & Commitment	Enjoyment of working with children	E	A/I
	A commitment to getting the best outcomes of all pupils and promoting the ethos and values the academy.	E	I
	Commitment to maintaining confidentiality at all times	E	I
	Commitment to safeguarding pupil wellbeing and equality	E	I

	Resilient, positive, forward looking and enthusiastic about making a difference	E	I
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