



**JOHN RANKIN
SCHOOLS**

PERSON SPECIFICATION

Teaching Assistant

Qualifications, training and education

- NVQ Level 2 or equivalent qualification in English and mathematics

Skills and abilities

Teaching and learning

- Good questioning skills to support student understanding, engagement and confidence in learning.
- Good observation and assessment skills to recognise student progress, development and barriers to learning.
- Understanding of open-ended questioning techniques and investigative learning approaches that encourage students to think, contribute and develop independence.
- Understanding of the role of a teaching assistant in supporting students with learning tasks and activities within agreed timescales.
- Ability to use subject knowledge appropriate to the learning activity to support students' access to lesson content

Communication

- Communication and interpersonal skills to interact appropriately with students and colleagues.
- Ability to listen carefully and respond sensitively to students' individual needs.

Organisation and planning

- Ability to organise own work effectively within a classroom or learning environment.
- Ability to follow guidance and direction from teaching staff while contributing positively to a purposeful learning environment.



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PERSON SPECIFICATION

Behaviour management

- Understanding of positive behaviour management approaches that support respectful behaviour, engagement and a productive learning environment.

Pastoral and inclusion

- Caring and positive attitude towards students, with sensitivity to individual needs.
- Commitment to supporting students to achieve improved outcomes.
- Awareness of the needs of students with special educational needs.
- Ability to support students' confidence, resilience and independence in learning to support inclusion and student progress.

Personal qualities

- Ability to work effectively as part of a team and independently when required.
- Ability to maintain confidentiality at all times.
- Calm and adaptable approach when working under pressure.
- Sense of responsibility and reliability in supporting students and colleagues.
- Flexible approach to working and commitment to ongoing professional development through self-evaluation and learning from others.
- Ability to use initiative appropriately within the scope of the role.

Requirements specific to the role

- All staff and volunteers are expected to be committed to safeguarding, equality and promoting the welfare of children and young people.
- To ensure awareness of local safeguarding policies and procedures and to report any concerns or information received as required.
- Suitability to work with children.
- Ability to maintain confidentiality in relation to students, colleagues and Trust matters.
- Commitment to complying with relevant Trust policies and procedures, including safeguarding, child protection, behaviour, GDPR, health and safety, and acceptable use policies.