PERSON SPECIFICATION

Teaching assistant (Scale 3)

Factor	Essential	Desirable	Method of assessment
Be passionate about learning and wanting our school to provide the best possible learning experiences for all of our pupils, this includes supporting the provision of OUTSTANDING learning across our school.			
Safeguarding children			
Committed to ensuring all pupils in our school are kept safe	✓		**Application form Interview**
Enhanced DBS check	✓		**Recruitment checks**
Equal opportunities			
Committed to ensuring that all members of our school community can achieve excellence	✓		**Application form Interview**
Qualification and experience			
Working towards or holding a Level 3 or equivalent qualification in education, childcare, or supporting teaching and learning in schools	✓		**Application form**
Experience of working in a school	✓		**Application form**
Good written communication skills	✓		**Application form Task**
Good oral communication skills	✓		**Interview**
Supporting learning			
Ability to lead learning activities with groups of pupils	✓		**Task**
Ability to explain what pupils have learnt	✓		**Interview**
Understanding of key factors that enable pupils to learn		✓	**Application form Interview**
Contribute to individual learning plans		✓	**Application form Interview**
Knowledge of different stages of primary education		✓	**Application form Interview**
Behaviour management			
Able to maintain a positive learning environment	✓		**Application form Task**
Knowledge of positive strategies to promote excellent learning behaviours		✓	**Interview**

Communication			
Experience of attending staff / team meetings		✓	**Application form**
Strong communication with teachers	✓		**Interview**
Able to manage own time in line with school events	✓		**Interview**
Understand the need to maintain appropriate confidentiality	✓		**Interview**
Supporting pupil welfare			
Experience of providing welfare support for pupils (e.g. first aid if appropriately trained)		✓	**Interview**
Knowledge of safeguarding practice in a school (see DFE: Keeping children safe in education part 1)		✓	**Interview**
Developing self			
Commitment to own improvement through professional development / further study	✓		**Application form Interview**