

## Person Specification Lead T.A

|                      | Essential  |    | Desirable  |
|----------------------|--|----|--|
| <b>Qualification</b> |  |    |  |
| 1                    | NVQ 3 Teaching Assistant qualification   | 19 | A level or equivalent relevant qualification   |
| <b>Experience</b>    |  |    |  |
| 2                    | Experience of working in a teaching assistant role for a minimum of 2 years.                                       |    | Experience of working in a curriculum support role                                     |
| 3                    | Experience of supporting learning in a specialist provision  | 20 | Experience working in a PMLD setting   |
| 4                    | Experience / understanding of contributing to planning and assessment  | 21 | Ability to plan, lead and assess educational activities                                |
| 5                    | Understanding of learning and child development  | 22 | Ability to use knowledge of child development to adapt learning to need                |
| 6                    | Evidence of engagement with professional training and development  | 23 | Professional development portfolio maintained  |
| 7                    | Understanding of curriculum  | 24 | Can demonstrate understanding of relevant pedagogy                                     |
| 8                    | Understanding of factors that impact on learning   | 25 | Ability to use knowledge of factors that impact on learning to adapt provision to need |
| 9                    | Ability to work with and manage a team   | 26 | Leadership and management experience   |
| 10                   | Clear understanding of health and safety responsibility  |    |  |
| 11                   | Moving and handling training completed   |    |  |
| 12                   | Understanding of safeguarding  |    |  |
| 13                   | Understanding of GDPR  |    |  |
| 14                   | Willing to undertake all training related to post including the administration of medication and health provision. |    |  |
| 15                   | Ability to support the teacher in all aspects of the role  |    |  |
| 16                   | Ability to use ICT to support learning   |    |  |
| 17                   | Ability to recognise and support sensory needs   |    |  |
| 18                   | Ability to create learning displays and activities   |    |  |

| Knowledge and Understanding   |
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| Demonstrates an understanding of pupils' personal rights                          |
| Understanding of inclusion issues within a special school                         |
| Competent in the use of basic ICT   |
| Ability to maintain supportive and professional relationships with colleagues     |
| Ability to maintain supportive and professional relationships with parents/carers |
| Ability to manage workload and adapt to challenge                                 |
| Ability to cope under pressure  |

| Personal Attributes                                       |  |
|---|--|
| Professional approach to all aspects of the role          |  |
| Ability to cope under pressure                            |  |
| Positive outlook  |  |
| Engagement with CPD opportunities                         |  |
| Strong desire to learn and progress                       |  |
| Respond positively to challenges                          |  |
| A sense of humour   |  |
| Empathy   |  |
| Respectful of others choices and opinions                 |  |
| Respectful of equality                                    |  |
| Hardworking   |  |
| Good attendance and punctuality                           |  |
| Ability form and maintain good professional relationships |  |
| Ability to reflect and learn                              |  |
| Honest & trustworthy                                      |  |
| Ability to adapt  |  |
| Be flexible in approach                                   |  |
| Compassion  |  |
| Motivator   |  |
| Problem solver  |  |
| Conscientious   |  |