

**PERSON SPECIFICATION**

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| **SCHOOL: Haddon Primary & Nursery School**  **POST TITLE: 1-1 Teaching assistant**    **DATE: January 2020** | Essential | Desirable | Evidence |
| **Experience**   * Experience of working within an education setting or equivalent * Support work with children and young people, including children with disabilities/special needs * Innovative use of resources and materials including ICT packages that support pupils’ learning | ✓  ✓ | ✓ | A/I  A/I  A/I |
| **Education and Training**   * Recognised Level 3 TA qualifications | ✓ |  | A |
| **Knowledge & Understanding**   * Knowledge and understanding of the statutory curriculum framework in subject areas and phases supported * Knowledge of teaching assistants’ role in supporting the curriculum * Knowledge of appropriate behaviour management practices * Knowledge of how Health and Safety policies and procedures contribute to the maintenance of pupil safety and security * Have an understanding of safeguarding procedures in schools | ✓ | ✓  ✓  ✓  ✓ | A/I  A/I  A/I  A/I  A/I |
| **Skills and Aptitudes**  **Interpersonal Skills - The Candidate should have:-**   * Excellent communication skills, both orally and in writing * Ability to contribute to the management of pupil behaviour * Ability to contribute to raising standards of achievement for all pupils * Creativity and problem solving skills * Ability to implement programmes planned together with other professionals * Ability to contribute to the health and well-being of pupils * Skills to support pupil use of ICT in the classroom * Ability to organise classroom resources and maintain pupil records | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ |  | A/I  I/A  I/A    I/A  A/I  I/A  I/A  I/A |
| **Specific requirements**   * Liaising with parents as required * Supporting the allocated child with occasional personal care and hygiene if / when required (training will be provided) | ✓  ✓ |  | A/I  A/I |
| **Personal Qualities**  **Candidates will be:**   * hardworking * flexible * decisive * sensitive * be willing to undertake training and development, as necessary, in order to enhance service delivery * Commitment to inclusive education * The desire to create a working culture which values creativity and openness and is sensitive to need * Awareness, understanding and commitment to the pursuit of equality of opportunity, anti-racism and in terms of service delivery and employment practice | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ |  | I/A  I/A  I/A  I/A  I/A  I/A  I/A  I/A |