

**Person Specification: Teaching Assistant Level 3**

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| **Area** | **Criteria** | **Evidence** |
|  | **Essential** | **Desirable** |  |
| **Qualifications** | * NNEB, NVQ 3 or CACHE level 3 or BTEC Level 3 or equivalent qualification in a relevant discipline
* Minimum 4 subjects GCSE Grades A\*- C (or equivalent) including Maths and English
 | * First aid certificate
* Team Teach or equivalent
* Additional SEND training
 | Application form |
| **Experience** | * Recent experience of working or volunteering within a primary school environment
* Recent experience of working with individuals and groups
* Experience of working with children with general and specific learning difficulties
* Experience of using a variety of positive behaviour management strategies
 | * Experience of adapting learning programmes for children with SEND.
* Experience of working with children with ASD and severe learning difficulties.
 | Application formInterviewTeaching activityReferences |
| **Skills, Knowledge****and Aptitude** | * Ability to relate well with children and adults
* Working knowledge of the National Curriculum and the Early Years Foundation Stage guidance
* Commitment to safeguarding practices and procedures
* Demonstrate an ability to use skills, expertise and experience to work independently to support pupil learning with individual children, small groups and whole class
* Demonstrate an understanding of the SEND code of Practice
* Plan effective actions for pupils with SEND, monitor and evaluate progress
* Be able to use the child’s EHCP to support with planning and target setting
* Good written and oral communication skills
* Ability to work flexibly either on own or as part of a team
* Enthusiasm and ability to use initiative
* Use ICT effectively to support teaching and learning
* Willingness to work co-operatively with a wide range of professionals
* Willingness to attend to the medical needs of individuals following appropriate training
 | * Ability to work with children across the primary age range
 | Application formInterviewTeaching activityReferences |
| **Additional Factors**  | * Commitment to our school ethos and values
* Approachable manner, reliable, conscientious, articulate, patience and kind
* Sensitive to the needs of vulnerable children and their parents
* Commitment to achieve high standards and to continuing personal and professional development
* Enthusiasm and drive
* Calm and positive approach
* Good health and attendance record
* Willingness to get involved in school life
 | * Willingness to undertake further training as required
 | Application formInterviewTeaching activityReferences |