

Person Specification – Teaching Assistant Level 2 (N3)

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience of supporting children in a primary school setting with a wide range of additional needs.
2	Knowledge of the national curriculum and the early years foundation stage curriculum
3	Experience of working in a primary school.
4	Appropriate teaching assistant qualification.

Desirable

5	First Aid Training
6	Read, Write, Inc phonics scheme training completed
7	Knowledge of and experience of using the Thrive approach.

Part B: Assessment Stage

Items 1, 2, and 3 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Experience of using ICT to support pupils in the classroom
2	Able to use language and other communication skills that children can understand and relate to.
3	Able to empathise with the needs of children and in particular able to establish positive relationships with pupils.
4	Able to consistently and effectively implement agreed behaviour management strategies.
5	Able to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs
6	Able to work within and apply all relevant school policies and schemes of work
7	Able to supervise groups of pupils.
8	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.
9	Able to undertake routine marking
10	Able to work effectively as part of a team
11	Committed to achieving further professional development
12	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline.

	▪ able to work in partnership with other agencies
13	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
14	Full commitment to upholding the ethos and values of Lemington Riverside Primary School.

Desirable

15	Knowledge of SEN Code of Practice
16	Experience of delivering specific SEN interventions, such as Speech and Language/Box Time, etc.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Observation working with children.	Yes	Structured discussion with pupils	No
Other (specify)	No	Other (specify)	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK within the 5 years prior to appointment
3	Barred list check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)