**Ditton CE Junior School Teaching Assistant Person Specification**

The following outlines the criteria that will be used by the school when shortlisting and interviewing applicants. Please give careful consideration to how you can use these criteria demonstrate your suitability for the post in your application and at interview.

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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Teaching Assistant specific qualification equivalent to NVQ level 2
* Strong academic record including English and Maths GCSE grade C or above (or equivalent)
 | * Teaching Assistant specific qualification equivalent to NVQ level 3 or higher or a willingness to work towards this
* Training relevant to primary education, eg literacy, ICT, maths, etc
* Training relevant to special educational needs or disability, eg ASD, specific learning difficulties/dyslexia, SEMH, etc
* Good further education qualifications
* Paediatric First Aid qualification
 | Application form |
| **Knowledge and experience** | * Recent experience of volunteering or employment supporting the learning and progress of children within primary phase of education
* Excellent communication skills
* Basic IT skills
* Understanding and compliance with policies and procedures relevant to safeguarding, health and safety, equal opportunities and confidentiality
 | * Experience of teaching and supporting children with SEND
* Experience of precision teaching and/or delivery of intervention programmes and using records to evidence progress and support planning
* Knowledge and understanding of curriculum and assessment
* Experience of using ICT to support children’s learning and progress
 | Application form and interview |
| **Personal** | * Understanding of and respect for the Christian ethos of the school
* Willingness to model the school’s Christian values
* Passionate enabling every child to achieve his/her full potential
* Respectful of difference and diversity
* Enjoy working with children and empathy for children with SEND
* Patient, understanding, caring, with a good sense of humour
* Enthusiastic, highly motivated and flexible
* Use language and other communication skills that pupils can understand and relate to
* Ability to demonstrate active listening skills
* Ability to relate well to children and adults, understanding their needs, being able to respond accordingly and establishing positive professional relationships
* Ability to work well as part of a team and/or under own initiative
* Well organised, yet able to adapt to a variety of situations
* Consistent and effective implementation of agreed behaviour management strategies
* Willing to support pupils with personal/intimate care or therapy as needed
* A reflective practitioner, promoting learner independence and a passion for learning
 | * Desire to engage in continuous professional development to reflect upon and enhance own practice and contribute to whole school improvement
* Good influencing skills to encourage pupils to interact with others and be socially responsible
* Ability to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils’ needs
* Confidence working with small groups, individual children and whole classes
* Experience of following a personalised plan for pupils with barriers to learning
* Good understanding of inclusive practice
* Experience of using talk for learning and questioning to good effect in deepening understanding & developing thinking skills.
 | Application form and interview |