**Person Specification for Teaching Assistant**

**Qualifications**

* Good standard of general education with a minimum GCSE Grade C in English and Maths, or equivalent. ·
* NVQ Level 2.

**Experience**

* Experience working within a school setting
* Experience of using strategies to manage challenging behavior
* Experience of supporting young people of all abilities including those with SEN, EAL and /or who are more able
* Experience of delivering specific intervention programmes
* Experience of developing and delivering consistently effective monitoring and tracking of pupils’ successes and areas for development

**Knowledge and Skills**

* Understanding of how to monitor and track the progress of pupils
* Understanding of how, as an adult in an education environment, you can create a culture of high expectations
* An understanding of the complex lives that some young people lead
* Understanding of safeguarding
* Knowledge of child learning processes and Special Educational Needs
* Proven ability to manage a demanding workload, work under pressure and deal with conflicting demands
* Ability to overcome communication barriers with children and adults
* Ability to understand and implement the school’s behaviour management policy
* Good understanding of the school’s curriculum
* Experience of working with collaborative partnerships

**Personal Attributes**

* Resilience – the ability to remain calm and work well under pressure ·
* Proven ability to think both strategically and creatively
* Ability to use initiative to respond to unexpected problems using recognized procedures and policies as a guide
* Excellent communication skills (including written, oral and presentation skills)
* A commitment to safeguarding and promoting the welfare of children and young people ·
* Ability to work creatively and collaboratively
* Demonstrably professional, honest and loyal
* Flexible and open to continuous change
* Commitment to our pupils and their learning, wellbeing and safety
* Committed to equality
* Able to build and maintain successful and purposeful relationships
* Ability to work effectively within a team