**PERSON SPECIFICATION**

**School: Crockenhill Primary School Designation: Teaching Assistant**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| Qualifications | * GCSE English and Maths Grade C or equivalent
* NVQ Level 2
 | * A Levels
* First Aider
* NVQ Level 3
 | Application formCertificates |
| Work-related experience and associated skills | * An enjoyment of working with children.
* Experience of working as a Teaching Assistant in another school setting
* Ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment.
* Awareness of relevant policies, codes of practice and legislation.
* Must have excellent communication skills, both verbal and written.
* Must have the ability to work calmly under pressure and have the ability to adapt quickly and effectively to changing circumstances/situations.
* Successful recent appraisal, if relevant to experience
 | * Experience of working with children of relevant age with a variety of needs including ASD, behaviour and communication.
* Willing to support an out of school club.
 | Application formInterview |
| Other relevant skills | * ICT literate
 |  | Application formInterview |
| Personal skills/specialist knowledge | * Good interpersonal skills.
* Ability to work as part of a team.
* Must be able to use own initiative, work independently, motivate and inspire with a creative approach to problem solving as well as taking direction.
* Good timekeeping and attendance.
* Patience.
* Good attendance record
* Ability to be discreet when needed and to maintain confidentiality.
 |  | References Interview |
| Special working conditions | If full-time - 32.5 hours, term time only-Kent Range 3 pro rata.  |  |  |