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**Person Specification for a Teaching Assistant**

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| **Attributes of the post holder** | **Essential to have at the time of appointment** | **Essential to develop with training** | **Desirable** |
| **Education**  GCSE A-C in English and Maths or equivalent. |  |  | **√** |
| **Knowledge and experience**  Relevant recent experience of working in a school  Knowledge of effective approaches to behaviour support and management.  Knowledge and understanding of safeguarding.  Experience of supporting children in an education setting.  Experience of supporting pupils with special educational needs | **√**  **√** | **√**  **√** | **√** |
| **Skills and abilities**  Good communication and observation skills skills  At least basic IT skills  Good interpersonal skills  Ability to embrace new initiatives in a practical way and to manage change effectively | **√**  **√**  **√** | **√** |  |
| **Personal qualities**  An ability to establish good professional relationships and rapport with pupils and parents.  Good organisational skills and time management skills.  A preparedness and ability to take initiative.  An awareness and acceptance of the need for confidentiality.  A willingness to learn and undertake further training to ensure the required knowledge for the post is kept updated.  Imagination, enthusiasm and a good sense of humour | **√**  **√**  **√**  **√**  **√**  **√** |  |  |