Goldwyn School

**Person Specification:** Teaching Assistant

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

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|  | **CRITERIA (Essential/Desirable)** |
| **QUALIFICATIONS AND TRAINING** | * NVQ 2 for Teaching Assistants or equivalent qualification or experience **D**
* Training in relevant learning strategies e.g. literacy/numeracy. **D**
* Willingness to undertake further training and qualifications, e.g. NVQ level 3 **E**
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| **EXPERIENCE** | * 2 years’ experience working with and or caring for children of relevant age/ subject area, in an educational setting. **D**
* General understanding of national curriculum and other basic learning programmes/techniques. **E**
* Basic understanding of child development and learning. **E**
* Ability to relate well to children and adults. **E**
* General awareness of inclusion, especially within a school setting. **E**
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| **KNOWLEDGE AND UNDERSTANDING RELEVANT TO THE JOB** | * Ability to provide support for students, including those with complex Social, Emotional & Mental Health (SEMH) needs ensuring their safety and access to learning activities. **E**
* Ability to provide support for children with ASD, Dyslexia and ADHD. **E**
* Ability to utilise strategies to support students in achieving learning goals **E**
* Promote good student behaviour, and deal promptly with conflict and incidents. **E**
* Ability to undertake student record keeping as requested. **E**
* Ability to provide support for structured and agreed learning activities/learning
* programmes, taking into consideration students learning styles. **E**
* Understanding of how to support Literacy/Numeracy programmes, record achievements and progress and providing appropriate reports and feedback for the teacher. **D**
* Awareness of procedures relating to child protection, health, safety and security, confidentiality and data protection. **E**
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| **SKILLS AND ABILITIES**  | * Good numeracy and literacy skills **E**
* Establish good working relationships with students, acting as a role model. **E**
* Encourage students to interact with others and engage in activities led by the teacher or Teaching Assistant. **E**
* Assist with the development and implementation of Individual Education/ Behaviour Plans and Personal Care programmes. **E**
* Provide detailed and regular feedback to teachers on students’ achievements and progress. **E**
* Support the use of ICT in learning activities and develop students’ competence and independence in its use. **E**
* Work as part of a team appreciating and supporting the role of other people in the team. **E**
* Build and maintain successful relationships with students. **E**
* Ability to improve your own practice. **E**
* Display commitment to protection and safeguarding of children and young people. **E**
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