



Person Specification – Teaching Assistant

The successful candidate will be well motivated, have a genuine interest in supporting young people, able to use his/her initiative and enjoy the level of responsibility involved in the post.

	Essential	How Assessed	Desirable
Qualifications	<ul style="list-style-type: none"> • Good general education to GCSE standard 	A	
Experience	<ul style="list-style-type: none"> • Experience with working with young people 	A/R	<ul style="list-style-type: none"> • Experience in working with young people in a controlled environment. • Experience in developing young people's learning experiences.
Specific Skills (attributes and abilities)	<ul style="list-style-type: none"> • Ability to work on own initiative • Good communication skills – oral and written • Ability to balance professional and supportive relationship with vulnerable children • Communicating with parents on a professional basis 	I/R A/I/R I/R I/R	<ul style="list-style-type: none"> • Good literacy and numeracy skills. • Competent ICT skills. • Creative approaches to supporting students' learning • A strong interest in a specific area(s) which would be of interest and useful in supporting students' learning • An understanding of the range of additional needs now supported within the comprehensive system
Motivation	<ul style="list-style-type: none"> • Willing to expand on current experience • Evidence that work is important to personal satisfaction • Commitment to school 	I I/R I	<ul style="list-style-type: none"> • An interest in supporting students within our extra-curricular programme
Personal Qualities	<ul style="list-style-type: none"> • Reliability • Honesty and professionalism • A positive attitude to the school at all times • A positive and professional approach within the working environment • Good interpersonal skills and the ability to establish good working relationships with students and staff • Flexibility to work as part of a large teaching assistant team, covering for other staff as needed 		