PERSON SPECIFICATION – Specialist Teaching Assistant (Supporting and Delivering Learning)

Category	Requirements	Essential	Desirable	Method of assessment	
				Application	Interview
Education / Training	Numeracy / literacy skills (at least equivalent to Level 2 of the National Qualifications Framework)	✓		✓	
	Requirement to participate in training / development as / when identified by line manager as essential for performance of the post	✓		✓	✓
	Willingness to participate in other development and training opportunities	✓		✓	✓
	Completion of TA probationary and induction programmes	✓		✓	✓
	NVQ 3 for Teaching Assistants or equivalent qualifications or experience	✓		✓	
	Training in relevant strategies and / or in particular curriculum or learning areas e.g. literacy, maths, ICT, Total Communication, autism, PMLD, CACHE	✓		✓	✓
Experience	Proven experience of working with children of relevant age in a learning environment	✓		✓	✓
	Experience of using ICT to support learning		✓	✓	✓
Knowledge	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation	✓		✓	✓
	Understanding of principles of child development and learning processes and in particular barriers to learning	✓		✓	✓
Skills / Abilities	Ability to plan, under appropriate supervision and guidance, or in collaboration, effective learning programmes	✓		✓	✓
	Ability to effectively use ICT to support learning, or to undertake training to do so	✓		✓	✓
	Ability to use other technology to support learning - e.g. video, photocopier etc.	✓		✓	✓
	Ability to self-evaluate learning needs and actively seek learning opportunities	✓		✓	✓
	Ability to relate well to children and adults, including other professionals/carers	✓		✓	✓
	Ability to demonstrate and promote good practice in line with the ethos of the school/organisation	✓		✓	✓
	To work constructively as part of a team, to understand classroom roles and responsibilities and own position within these	✓		✓	✓