

**Person Specification
Teaching Assistant**

CATEGORY	CRITERIA	Essential	Desirable	MEASURED BY
<u>Qualifications</u>	<ul style="list-style-type: none"> • Relevant qualification in Teaching and Learning • Commitment to completing Bladon induction programme including specific Safeguarding and Child Protection modules • Right to work in UK • Driving licence • Additional specialist qualification in education 	X X X	X X	<ul style="list-style-type: none"> • Application • Certificates • Interview
<u>Experience</u>	<ul style="list-style-type: none"> • Class / Learning environment based support work • Supporting children and/or young people with SEN • No history of misconduct associated with working with children, young adults or other vulnerable groups • Previous Teaching Assistant role in SEN setting • Supporting young people with challenging behaviour • Specific experience with either MLD or SLD pupils 	X X X	X X X	<ul style="list-style-type: none"> • Application • Interview
<u>Knowledge</u>	<ul style="list-style-type: none"> • Up to date knowledge and understanding of KCSIE • Knowledge of the role and an understanding of its rewards and challenges • Understanding of children with SEN (Autism and attachment) • Strategies to support managing challenging behaviour • Understanding of the National Curriculum framework, AIM awards and EQUALS curriculum 	X X X X	X	<ul style="list-style-type: none"> • Application • Interview • References
<u>Skills</u>	<ul style="list-style-type: none"> • Good literacy and numeracy skills • Positive and effective communication skills • Ability to work as a team member • Able to use own initiative • Able to work under guidance of a teacher • Able to work in challenging circumstances • Knowledge of augmentative communication and alternative communication tools • Organising activities for children or young adults 	X X X X X X	X X	<ul style="list-style-type: none"> • Application • Interview • References • Interview tasks
<u>Personal Qualities</u>	<ul style="list-style-type: none"> • Demonstrates a commitment to upholding British Values and promoting these in the workplace • Tolerance, patience and resilience • Resilient and able to work with challenging behaviours • A natural respect of the individuality and dignity of vulnerable young people • An ability to engage with and enthuse pupils • Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and pupils • Willing to develop extra-curricular interests 	X X X X X X	X	<ul style="list-style-type: none"> • Application • Interview • References • Interview tasks