

**Person Specification
Teaching Assistant**

CATEGORY	CRITERIA	Essential	Desirable	MEASURED BY
<u>Qualifications</u>	- 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	- Application - Certificates - Interview
<u>Experience</u>	- 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	- Application - Interview
<u>Knowledge</u>	- 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	- Application - Interview - References
<u>Skills</u>	- 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 X	- Application - Interview - References - Interview tasks
<u>Personal Qualities</u>	- 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	- Application - Interview - References - Interview tasks