

# Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

**Essential:** Requirements without which the job could not be done.

**Desirable:** Requirements that would enable the candidate to perform the job well.

**Evidence:** **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
<b>Qualifications and Professional Development</b>			
NVQ 2 for Teaching Assistant or equivalent		✓	AF/I
Completion of DfES Teaching Assistant Induction Programme		✓	AF/I
Good numeracy/literacy skills	✓		AF/I
Training in the relevant learning strategies		✓	AF/I
Safeguarding Training (or willingness to train)	✓		AF/I
<b>Experience</b>			
Working with children	X		AF/I
Working as part of a team to achieve objectives	X	X	A
<b>Professional Knowledge and Understanding</b>			
Ability to deal in a calm and confident manner with behavioural issues	X	X	A
Ability to work with children from a wide range of social and cultural backgrounds.	X	X	A
<b>Personal Skills and Attributes</b>			
Ability to have positive interactions with adults and children of all ages	X	X	A
Able to maintain confidentiality at all times about school issues, within school and in the wider community.	X	X	A
Ability to deal effectively with minor accidents and injuries	X	X	A
<b>Other</b>			
A willingness to promote the ethos of the school	X	X	A
Commitment to the School's Equal Opportunities Policy and Acceptance	X	X	A