

Person Specification
Teachers and Support Staff

Role:	Teaching Assistant SEN/DSP	
	Essential Requirements	How Identified
Qualifications	NVQ 2 for Teaching Assistants or equivalent qualifications or equivalent work experience. GCSE English and Maths at Grade C above or equivalent e.g. Adult Literacy/Numeracy at level 1.	Application
Experience	Working with or caring for pupils of relevant age or relevant experience e.g. voluntary organisation, parental caring experience.	Application References Interview
Training	Willingness to participate in development and training opportunities. Evidence of previous personal development.	Application Interview
Knowledge, Skills and Ability	Knowledge of particular subject / technical area. Good literacy / numeracy skills. Ability to use relevant technology. Ability to use ICT effectively. Ability to use relevant equipment / resources. Good keyboard / computer skills. Imaginative. Visionary. Risk Taker. Good oral and written communicator. Look smart and professional.	Application Interview
Personal Circumstances	Must have the ability to be flexible and work to the requirements of a busy School.	Application Interview
Disposition and Attitude	A passion for education and a deep felt desire to make a difference for young people. To like young people and be liked by them. To possess educational vision underpinned by values. Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of others sensitivities; to have personal pride and lead by example. Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself. Understand the importance of work/ life balance. Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism. Desire for significant professional development.	Application Interview References
Physical	Excellent attendance and punctuality. Resilient.	References Interview
Equality	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application Interview