

**PERSON SPECIFICATION FOR THE SELECTION OF A
TEACHING ASSISTANT (LEVEL 2) AT THE BRIER SCHOOL**



Salary Grade 3	Scp 3 - 4
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Criteria	Essential	Desirable	Evidence
ATTAINMENTS AND EXPERIENCE			
Experience of working with or caring for children of relevant age (4 to 16 years).	✓		Application
General understanding of school policies and procedures relating to health and safety, behaviour, attendance, equal opportunities and child protection.		✓	Application/Interview
General understanding of school national/foundation stage curriculum and other basic learning programmes/strategies.		✓	Application/Interview
Basic understanding of child development and learning.	✓		Application/Interview

QUALIFICATIONS/TRAINING

Knowledge of:			
Good numeracy and literacy skills GCSE grade 4 or above / equivalent	✓	✓	Interview
NVQ Level 2 or equivalent	✓		Application/Interview

PRACTICAL SKILLS

Effective use of ICT to support learning		✓	Application
Ability to use other equipment – photocopier etc.		✓	Application

PERSONAL QUALITIES AND ATTRIBUTES

Ability to relate well to children and adults	✓		Application/Interview
Ability to work as part of a team, understanding classroom roles and own position with these	✓		Application/Interview
Ability to implement specialist strategies in crisis situations, for example de-escalation techniques, demonstrating resilience and a calm and supportive attitude at all times.	✓		Application/Interview

PERSONAL CHARACTERISTICS

Commitment and ability to be :		
Criteria	Essential	Desirable
Approachable	P	
Committed	P	
Empathetic	P	
Enthusiastic	P	
Organised	P	
Patient	P	
Resourceful	P	
Resilient	P	

SAFEGUARDING CHILDREN: SAFER RECRUITMENT AND SELECTION

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and positive, attitudes to use of authority and maintaining discipline
- The post is subject to a Enhanced Criminal Record Check. (DBS).
- The post is subject to disqualification by association declaration.

OTHER

Ability to maintain and further develop the strong bond with all members of the whole school community