



St Bartholomew's CE Multi Academy Trust



PERSON SPECIFICATION – Teaching Assistant – Additional Needs

FACTORS	ESSENTIAL	DESIRABLE
Qualifications	Very good numeracy/literacy skills equivalent to GCSE C and above. NVQ Level 3 for Teaching Assistant (or recognised equivalent qualification).	Qualified as HLTA A levels Degree level qualification
Training	Training in the relevant strategies e.g. behaviour management or areas such as SEN, attachment disorders, dyslexia, Autism, etc. Safeguarding training.	Attendance on courses related to behaviour management, attachment disorders
Experience	A minimum of three years experience of working to support children's learning, gained in an educational setting. Experience of working with pupils with additional needs.	Experience of working with children within KS2

<p>Knowledge & Skills</p>	<p>Understanding of principles of child development and learning processes; in particular, barriers to learning.</p> <p>Ability to plan effective actions for pupils at risk of underachieving.</p> <p>Ability to self-evaluate learning needs and actively seek learning opportunities.</p> <p>Effective use of ICT to support learning.</p> <p>Excellent communication and interpersonal skills.</p> <p>Work constructively as part of a team whilst being able to demonstrate initiative.</p> <p>Awareness of effective strategies to support behaviour management.</p> <p>Child-centred ethos.</p>	<p>Knowledge and understanding of the Primary curriculum in all subjects; particularly KS2.</p> <p>Excellent behaviour management strategies.</p>
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Personal Qualities	<p>Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.</p> <p>Good communication and listening skills.</p> <p>A patient person with a calm manner.</p> <p>Ability to work under the direction of the class teacher/SLT.</p> <p>Well organised.</p> <p>Enthusiastic team player.</p> <p>Ability to relate to a wide range of people – children and adults.</p> <p>Ability to set targets, meet deadlines and to work to deadline.</p> <p>Ability to promote the child centred ethos within the school.</p> <p>Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.</p>	<p>Adaptable and versatile approach.</p> <p>Ability to organise others.</p> <p>Flexibility.</p> <p>Sense of humour.</p> <p>Willing to learn and develop in the role.</p>
Interests/ Motivation relevant to the job	<p>Ability to contribute to extra-curricular activities.</p> <p>Interests other than education.</p>	<p>Interested in a future HLTA/teaching career.</p>



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Commitment	<p>Should have a commitment to:</p> <ul style="list-style-type: none">• Children of St Bart's CE MAT• The Christian Ethos of the Trust.• Continuing the process of raising standards• Helping children of all abilities to reach their full potential• Working in a multicultural Trust with a genuine commitment to equal opportunities• Involving parents in the life of the school	
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