

ELSTON HALL LEARNING TRUST

Person Specification – Teaching Assistant Grade 3

	Essential	Desirable	Tested by
Experience	<ul style="list-style-type: none"> • Practical experience of working with children • A standard of written and spoken English that supports pupils' learning • Experience of using own initiative 	<ul style="list-style-type: none"> • Experience of working with children with special needs • Experience of working with children one to one 	<ul style="list-style-type: none"> • Application Form • Interview
Education and Qualifications	<ul style="list-style-type: none"> • GCSE English and Maths A – C or equivalent • Good standard of general education • TA specific qualification equivalent to NVQ Level 2 	<ul style="list-style-type: none"> • Higher Level Qualification 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • A commitment to promoting equal opportunities and meeting individual needs • Ability to use ICT/internet/email to support pupils' learning and to store and retrieve data • Awareness of confidentiality • Ability to manage time effectively • Ability to be flexible to the needs of children • Effective communication, interpersonal and organisational skills • Willingness to take part in activities such as swimming, trips and visits 	<ul style="list-style-type: none"> • Experience in delivering first aid, medication, personal/intimate care, physical intervention/behaviour management strategies 	<ul style="list-style-type: none"> • Application form • Interview • References
Motivation and Personality	<ul style="list-style-type: none"> • Have a happy outlook • Ability to remain calm when in potentially stressful situations • People skills which enable you to get on with both children and adults • Willingness to take part in appropriate training and personal/professional development • Self-motivated and organised 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom • Suitability to work with children • Commitment to safeguarding and equality • Willing to react flexibly to new or unexpected situations 		<ul style="list-style-type: none"> • Interview • Required documentation for Eligibility • DBS and Barred List checks