



### Person Specification - Teaching Assistant & Learning Mentor

Narrative	Essential	Desirable	Evidence for Essential Criteria
<b>Qualifications</b>	NVQ Level 3 or willing to undertake the qualification	Current First Aid Qualification.	A
	A-C in Maths and English GCSE or equivalent.		A
<b>Knowledge and Experience</b>	Experience of working in a school	Working knowledge of Microsoft Office.	A I
	Experience of teaching phonics in classes/small groups.	Experience of delivering Read Write Inc phonics lessons.	A I
	Relevant school/national assessment procedures in Key Stage 1.	Experience of using precision teaching on a 1:1 basis.	A I
	Appropriate knowledge, skills and understanding of the Key Stage 1 curriculum.	Experience of supporting pupils with EAL who are 'New to English'.	A
	Experience of using intervention strategies with small groups and individuals.		A I O
	Experience of supporting pupils with SEN.		A I
	Experience of observation and assessment.		A I
	Working with children of the relevant age, and managing situations relating to challenging behaviour		AI
			AI

	<p>Assessing pupils' needs and barriers to learning Delivering programmes for pupils with challenging behaviour, including one-to-one, small group and whole-class activities</p> <p>Coaching and advising staff on suitable behaviour interventions</p> <p>Working closely with families/carers, including carrying out home visits</p> <p>Working collaboratively with outside agencies and participating in meetings</p> <p>Good understanding of and commitment to Safeguarding, Child Protection and Health and Safety Procedures.</p>		<p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p>
<b>Specific Skills</b>	<p>ICT skills.</p> <p>Good written and oral communication skills.</p> <p>The ability to communicate effectively with both adults and children.</p> <p>The ability to work unsupervised and to use initiative where required.</p> <p>Positive and proactive behaviour management skills.</p>		<p>A I</p> <p>A I O</p> <p>A I O</p> <p>A I O</p> <p>A I O</p>
<b>Personal Qualities</b>	<p>The ability to remain calm under pressure.</p> <p>The ability to work as part of a team.</p> <p>The ability to be empathetic to the different needs and experiences of children and families, and communicate</p>	<p>Wider interests outside of school that can be used to enrich school life.</p>	<p>A I O</p> <p>A I</p> <p>A I O</p>

	<p>with them sensitively and respectfully.</p> <p>The ability to be flexible and adaptable in order to meet the changing needs of the school/pupils as they arise.</p> <p>High expectations for all pupils regardless of their starting points and a commitment to helping all pupils meet their full potential.</p> <p>Commitment to equal opportunities and inclusion.</p> <p>Sense of humour.</p>		<p>A I O</p> <p>A I O</p> <p>A I</p> <p>A I O</p>
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A = Application

I = Interview

O = Observation/Tasks