



Teaching Assistant

Anston Hillcrest Primary School Person Specification

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will make the education and welfare of children their first concern and will be accountable for achieving the highest possible standards in work and conduct.

EDUCATION AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references
Minimum of English and Maths GCSE or equivalent (Grade A-C or 9-5)	✓		A
NVQ Level 2 or higher qualification in an area appropriate to this role.	✓		A
Evidence of continuous professional development.	✓		A, I
First aid training.		✓	A

SKILLS AND EXPERIENCE			
	Essential	Desirable	Source A- application I - interview R - references
Demonstrable levels of numeracy and literacy.	✓		A
Experience of working in a school setting with children.	✓		A, I
Effective verbal and written communication skills.	✓		A, I, R
Good organisational and time management skills.	✓		A, I, R
Ability to handling changing circumstances and varied responsibilities.	✓		A, I
Ability to work in close collaboration with a class teacher, following their lead.	✓		A, I

Demonstrate patience and understanding, and a willingness to help and nurture all children.	✓		A, I, R
Experience in multi-agency working.		✓	A, I
Experience of working with pupils with SEND.		✓	A, I
Good levels of competency in using ICT.		✓	A

KNOWLEDGE			
	Essential	Desirable	Source A- application I - interview R - references
Knowledge of relevant school policies including safeguarding, equal opportunities, health and safety and data protection and the importance of adhering to them.	✓		A, I
Some knowledge of the National Curriculum, EYFS Framework and phonics.	✓		A, I
Knowledge of the school and its community.		✓	A, I
Knowledge of Teaching Assistant standards 2016 approved by Unions	✓		A,I

PERSONAL ATTRIBUTES			
	Essential	Desirable	Source A- application I - interview R - references
Able to build successful working relationships.	✓		A, I, R
Able to work independently and as part of a team.	✓		A, I
Empathetic with those facing barriers to their learning.	✓		A, I
A commitment to safeguarding and promoting the welfare of children and young people.	✓		A, I, R
Demonstrably professional, honest and loyal.	✓		A, R
Commitment to children and their learning, wellbeing and safety.	✓		A, I
Committed to equality in line with the Equality Act 2010.	✓		A, I
Dedicated to promoting their own professional development.	✓		A, I
Reliable and dependable.	✓		A, I, R
Willingness to meet Teaching Assistant standards and know strengths and areas to develop	✓		A,I

Additional Essential Criteria

- Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment.
- Fully supportive references.
- Full enhanced DBS clearance.