



Holmer Green Junior School
We inspire, we enable, we achieve. Together.

PERSON SPECIFICATION – TEACHING ASSISTANT

	ESSENTIAL (MUST HAVE)	DESIRABLE (MIGHT HAVE)
Qualifications	GCSE level or equivalent with A-C pass in both English Language and Mathematics or NVQ Level 2 in relevant subject Computer literate.	NVQ level 3 or A levels in relevant subjects or above Current First aid certificate
Experience	Experience supporting children in their development and/or to make progress. Experience in the delivery of individual and group interventions. Proven ability to work and play successfully with children.	Experience of working with children with behavioural difficulties Experience of undertaking 1:1 support and/ or targeted intervention work Primary school-based experience or other work preferably with children with special needs.
Knowledge and Understanding	Knowledge of how to create an inclusive environment. An understanding of how to work within a school. An understanding of how children develop. A good understanding of the principles of Safeguarding pupils. Some understanding of positive behaviour management strategies. An awareness of health and safety and the ability to apply this to meet the needs of children.	An understanding of child development and learning To be familiar with the National Curriculum and the principles of teaching and learning
Personal Characteristics	Work effectively and efficiently. Be flexible to adapt to a variety of situations. Remain calm under pressure. Have patience and good humour. Show initiative and be resourceful. Work well in a team. Show enthusiasm and interest in working with children to provide high quality education and care. Be able to establish positive and constructive relationships with children, staff and parents.	

	<p>Hold positive values and attributes and communicate these through own high standards of behaviour.</p> <p>Be prepared to undertake in-service training in order to increase knowledge, skills and keep abreast of educational developments.</p>	
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