

Person Specification for Teaching Assistant

	Essential	Desirable	Assessed via		
Qualifications					
A relevant education, health or social care qualification at level 3 (e.g. Supporting Teaching & Learning in Schools)	✓		Application form		
Level 2/GCSE grade C or above in English and maths and ICT	✓		Application form Certificates checked at Interview		
Experience					
Experience working in a specialist College or special school	✓		Application form		
Experience working with adults or young people with disabilities/SLD/ASD/PMLD	✓		Application form & Interview		
Experience working with people who display challenging behaviour	✓		Application form & Interview		
Knowledge and Skills					
Understands the needs of students with learning difficulties	✓		Interview		
Understands the needs of autistic students	✓		Interview		
Able to use teaching methods; TEACCH, sensory approaches	✓		task		
Able to use communication approaches; PECs, Makaton, AAC,	✓		task		
Able to, speak and write in grammatically correct English	✓		Interview & task		
Able to use ICT effectively and develop practise where needed so that you can use In print, PowerPoint, word and emails.	✓		Task		
Ability to speak more than one language		✓	Interview		
Able to drive a minibus		✓	Interview		
Understands safeguarding procedures relating to the role	✓		Interview		
Able to guide learning support assistants and apprentices in using teaching techniques	✓		Task		
Personal Qualities					
The candidate is willing to put our students needs at the centre of all they do at work.	✓		Interview		
Have the upmost respect for our students as adult and are able to demonstrate and model professionalism within their role	✓		Interview & task		
Excellence record in both attendance and punctuality. Not in Management of Absence process.	✓		Reference		
Able to work in a team, taking a leading role and supporting less experienced team members	✓		Interview		
Able to work under own initiative when the situation demands this	✓		Task		
Sensitivity to the challenges faced by students, staff and families	✓		Task		
Approachable, polite and professional	✓		Interview		

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Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required	✓		Interview		
Flexible. Able to manage last minute changes when required	✓		Interview		
Physically fit enough to carry out all aspects of the role which includes hoisting pupils and carrying out physiotherapy programmes and providing personal care and toileting older children and young people	✓		Interview		
High expectations of self and others	✓		Interview		
Well-groomed and presented in line with requirement of the role.	✓		Interview		
Discretion in everyday working life and in particular in dealing with confidential pupil information	✓		Interview		
Willing to undertake training and other CPD activities in order to further develop the specialist skills needed for the role	✓		Interview		
Committed to the principle of encouraging young people to progress and work towards independence	✓		Interview		
Willing to participate in full range of curriculum activities	✓		Interview		
Sense of humour and positive attitude to daily challenges	✓		Interview		
Committed to equality of opportunity for all	✓		Interview		