

TA PS3 Person Specification

	ESSENTIAL	DESIRABLE	How this will be identified
SKILLS AND EXPERIENCE	<ul style="list-style-type: none"> • Understanding of the needs of young people and the nature of schools and how they work • Able to motivate and inspire young vulnerable people with emotional needs to achieve • Ability to support teachers in evaluating students' progress through a range of assessment activities • Ability to supervise children effectively • Excellent organisational and time management skills • Experience of using ICT to advance students' learning, and experience of using common ICT tools for own and students benefit • Ability to fulfil all spoken aspects of the role with confidence 	<ul style="list-style-type: none"> • Experience working with secondary school age children. • Experience of working with students with more complex individual educational needs • Knowledge and some understanding of young people with emotional and behavioral difficulties • Knowledge and understanding of the law in relation to safeguarding 	Application / Interview / References

QUALIFICATIONS	<ul style="list-style-type: none"> • 5 GCSEs or equivalent (A-C) including English and Maths or an equivalent alternative 	<ul style="list-style-type: none"> • First Aid Training 	Interview / Documents
TRAINING	<ul style="list-style-type: none"> • Willing to undertake training as required and assist in training colleagues • A commitment to improving own practice through observation, evaluation and discussion with colleagues 	<ul style="list-style-type: none"> • Evidence of self-development 	Application / Interview / Documents
SPECIAL KNOWLEDGE		<ul style="list-style-type: none"> • Knowledge of National Curriculum • Knowledge of education and policies and procedures relating to working in a school • Understanding of principals of child development and learning processes <p>Knowledge of health and safety issues</p>	Application / Interview / References
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Eligible to work in the U.K. • No contraindications in personal background/criminal record indicating unsuitability to work with children/young people • Driving licence and car owner 		Interview / References Documents

DISPOSITION/ATTITUDE	<ul style="list-style-type: none"> • Understanding and commitment to Inclusion • Ability to remain calm under pressure and meet deadlines • Ability to follow instruction as well as use initiative in varying demands of the role • Ability to communicate effectively at all levels and sensitively with students and their families to support their learning • Flexible and positive approach to change • Willing to work as part of a team • Professional and self-motivated • Ability to maintain a high level of confidentiality and discretion at all times. 		Interview / References
PRACTICAL/INTELLECTUAL SKILLS	<ul style="list-style-type: none"> • Ability to plan effective activities for students • Creative • Good self-management skills 	<ul style="list-style-type: none"> • Able to contribute to the wider school community and activities such as fund raisers and offsite activities 	Application / Interview / References
PHYSICAL/SENSORY	<ul style="list-style-type: none"> • Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate. 		Interview
EQUALITY & SAFEGUARDING	Candidates should indicate an acceptance of, and a commitment to, <ul style="list-style-type: none"> • Safeguarding and promoting the welfare of children and young people • The principles of the school's equal opportunities in Employment policy 		Interview