

Person Specification Support Assistant Level 2

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience of supporting children in an educational setting
2	Knowledge of KS1 and 2 practice and curriculum
3	Experience of classroom organisation
4	Experience of working with children with SEN
5	Good written English
6	Ability to learn and willingness to train further
7	Knowledge and experience of successful strategies to support SEN and all learners in the classroom
8	Knowledge and experience of successful strategies for supporting learners with other needs e.g. Social emotional and mental health.

Desirable

1	L2 TA qualification
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Part B: Assessment Stage

Criteria from the application stage and those below will be further explored at the assessment stage:

Essential

1	Ability to meet professional and personal standards of behaviour and conduct necessary to be an excellent role model to children/young people.
2	Able to use language and other communication skills that children can understand and relate to.
3	Able to empathise with the needs of children and families.
4	Ability to learn and willingness to train further.
5	Able to work within and apply all relevant school policies and agreed practice.
6	Able to manage own workload and seek help from teaching and other staff as appropriate.
7	Able to carry out and report on systematic observations of pupils' knowledge, understanding and skills.
8	Able to give appropriate feedback to pupils on their progress and next steps in their learning.
9	Able to work effectively as part of a team with ALL members of staff and in any part of the school.

10	Excellent use of spoken English.
11	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline ▪ able to work in partnership with other agencies
12	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

The following methods of assessment will be used:

- Interview

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the DBS
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List Check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)

