

**TEACHING ASSISTANT- PERSONNEL SPECIFICATION &  
SELECTION CRITERIA**

Criteria	Essential (E) Desirable (D)	Evident in Application (A) And/or Interview (I)
<b>Qualifications</b>		
A – C GCSE or equivalent in English & Maths	E	A
Commitment to undertaking training and achieve relevant qualifications if necessary	E	A/I
NVQ Level 2 or equivalent	D	A
Current appropriate First Aid Certificate	D	A
A current DBS Certificate this will need to be applied for if successful	D	A
<b>Experience</b>		
Has experience of working with groups of children within the age-range of the school	E	A/I
Competent Numeracy/Literacy skills	E	A/I
Has experience of working with groups of SEN pupils within the age range of the school	D	A/I
<b>Pupil progress</b>		
Ability to communicate well with children and adults	E	A/I
Ability to provide safe and creative play	E	I
Ability to work together with a team of support staff/classroom teacher	E	I
Ability to create and maintain positive and supportive relationships with vulnerable pupils	E	A/I
Awareness of strategies for the management of pupils with emotional and behavioural difficulties	D	A/I
<b>Professional Practice</b>		
Evidence of commitment to ongoing professional development	E	A/I
Awareness of Health and safety issues	E	I
Commitment to and understanding of the principles of equal opportunities and Children's Rights	E	I
Evidence of commitment to the inclusion and acceptance of all pupils within the classroom	E	I
Disclosure and Barring Service (DBS) Certificate – this will need to be applied for if successful	D	I
Knowledge of child protection issues and procedures	D	I