



Recruitment: Personal Specification – Teaching Assistant

		✓ Essential	How identified
1.	Physical	<ul style="list-style-type: none"> ✓ Smart appearance ✓ Good attendance 	Job and Medical History from application form and references. Performance in interview process.
2.	Qualifications	<ul style="list-style-type: none"> ✓ Minimum of 5 GCSE's including Mathematics and English (Grade 5/C or above) ✓ Further Education/Post-16 Qualifications ✓ Willingness to undertake further training <p>Desirable</p> <ul style="list-style-type: none"> ✓ NVQ Level 2 ✓ Autism/SEND training ✓ Degree or equivalent qualification 	Formal possession of an appropriate qualification to be verified at interview or from records.
3.	Training/Experience	<ul style="list-style-type: none"> ✓ Classroom Assistant or another supervisory role ✓ Working with children with special educational needs ✓ Understanding of and commitment to work within the scope of the school's equal opportunities policy 	<p>Past training employment history from application form and records. Selection process by demonstration of ability to display knowledge and skills at the interview.</p> <p>Employment history record.</p>
4	Circumstances (Personal)	<ul style="list-style-type: none"> ✓ Able to attend School Meetings ✓ Supportive of the strong Christian Ethos ✓ Attends a local church ✓ An interest in a career in supporting children with additional needs 	Ensuring candidates are aware of these requirements from the post description. Interview questions and application form details.
5.	Practical and Intellectual Skills.	<ul style="list-style-type: none"> ✓ IT skills ✓ Ability to develop successful relationships with children ✓ Committed to promoting pupils' wider personal development and well-being ✓ Committed to implementing and following through a rigorous and robust set of policies and procedures designed to safeguard children 	Performance in related selection process.

6.	Disposition	<ul style="list-style-type: none"> ✓ Committed to safeguarding and the welfare of pupils. ✓ Able to work as part of and develop a team ✓ Able to use own initiative 	Safer Recruitment process and the rigorous pre-employment checking. Performance in related selection process, e.g. exercise, group discussion, problem solving, questions etc
7.	Legal Requirements	<ul style="list-style-type: none"> ✓ Enhanced DBS Clearance ✓ The River School expects all its employees to share its commitment to safeguarding and the welfare of its pupils. We will follow our Safer Recruitment process and do rigorous pre-employment checking in order to demonstrate that commitment. 	Application form, interview questioning and reference.