



REGENCY HIGH SCHOOL

Person Specification: Teaching Assistant – Grade 3

Attributes	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> ○ A recognised and relevant professional qualification OR significant experience (minimum 3 yrs) across all essential aspects of the job requirements PLUS ○ Evidence of recent relevant and sustained training (either external or on-site) to enhance his/her current role (i.e. minimum 20 hours) 	<ul style="list-style-type: none"> ○ Evidence of training in a care, educational or medical setting ○ Training in Manual Handling ○ Signalong Training (Intermediate) ○ Team Teach trained
Experience	<ul style="list-style-type: none"> ○ Significant experience of working with children (Min. 3yrs) in a special school setting ○ Experience of working as part of a team in a special school 	<ul style="list-style-type: none"> ○ Experience as a carer working with adults or children ○ Experience as a Play Worker, Play Leader or Childminder
Skills and Abilities	<ul style="list-style-type: none"> ○ The ability to work unsupervised in delivering programmes of work ○ Proven commitment to following established routines and procedures ○ Proven ability in benefiting from practical training and developing a range of specialist skills ○ Ability to work supportively and collaboratively with staff and work as part of an effective team ○ Good level of communication and literacy skills, including the proven ability to accurately record work ○ Ability to present and display pupils' work to a good standard ○ Good ICT skills and competencies ○ Ability to confidently & competently contribute to the physical wellbeing and management of the pupils and initiate intimate care routines ○ Ability to support individual and small groups of pupils, and take full responsibility for the class if required 	<ul style="list-style-type: none"> ○ Willingness to drive the school Minibus and undertake the appropriate training ○ Additional skills relevant and transferable to an educational / care setting

	<ul style="list-style-type: none"> ○ Confidence and competence to lead a group session / activity ○ Ability to contribute to planning to effectively support the curriculum 	
Professional Knowledge and Understanding	<ul style="list-style-type: none"> ○ A clear understanding of the holistic nature of education and the pastoral and practical care required for pupils with learning disabilities ○ A proven commitment to multi-disciplinary working and the contribution of a team approach ○ A clear understanding of, and good evidence of adhering to, the effective implementation of health and safety procedures ○ An understanding of the concept of confidentiality within a professional setting and evidence of promoting it ○ Specialist knowledge of the needs of pupils with special needs 	<ul style="list-style-type: none"> ○ An awareness, understanding and commitment to the pursuit of equality and anti-oppressive practices
Personal Qualities	<ul style="list-style-type: none"> ○ Self-motivated and hard working ○ Good interpersonal skills enabling the candidate to develop strong working relationships with colleagues, parents and the wider community ○ A positive approach to discipline and the management of behaviour within prescribed guidelines ○ Ability to address challenges and issues with enthusiasm, sensitivity and a positive approach ○ Ability to support colleagues and contribute to a team approach ○ Commitment to providing inclusive experiences for all the students ○ Ability to be self-reflective and open to professional critical appraisal, with an awareness of the validity of others' perceptions ○ Ability to inspire trust and confidence ○ Ability to remain calm within a busy and pressured environment ○ Ability to demonstrate good judgement, show initiative and make decisions based on maintaining a safe and supportive environment 	<ul style="list-style-type: none"> ○ Commitment to extending and enriching provision for pupils within and beyond the school day ○ Supportive of staff development, able to respond sensitively to the impact of change on colleagues

	<ul style="list-style-type: none">○ Honesty and integrity○ A sense of humour○ A good level of proven organisational skills and competence○ Ability to naturally nurture self-esteem and value each individual for their contribution○ Willingness to undertake training	
--	---	--