



Co-op Academy
North Manchester

PERSON SPECIFICATION: Teaching Assistant		
Skills	Essential	Desirable
Ability to work independently with groups/classes of young people	Y	
Ability to listen and communicate effectively	Y	
A thorough understanding of classroom roles and responsibilities	Y	
Ability to build and maintain effective working relationships young people and colleagues	Y	
Ability to promote a positive ethos	Y	
Ability to work with young people at all levels regardless of specific individual need or levels of ability and identify learning styles as appropriate	Y	
Ability to adapt own approach in accordance with pupil needs	Y	
Ability to work effectively in a high pressure environment	Y	
Excellent personal literacy and numeracy skills	Y	
Good organisational and administrative skills	Y	
Knowledge & Understanding		
Advanced understanding of the National Curriculum and other learning Programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc.	Y	
Understanding of principles of child development, learning styles and independent learning.	Y	
Experience and/or an understanding of SEMH provisions and an interest in Trauma Informed Approaches		Y
Working knowledge of relevant policies/codes of practice/legislation		Y
Understanding of inclusion, especially within a school setting	Y	
Understanding of principle of child protection specifically in a school setting	Y	
Experience of resources preparation to support learning programmes	Y	
Effective use of ICT to support learning	Y	
Understanding of relevant technology		Y
Qualifications		
Minimum 2 year's experience of working in a supervisory role with young people in an educational setting.	Y	
GCSEs A-C or equivalent including English and Maths.	Y	
NVQ III or equivalent in Teaching Assistance or similar	Y	
ICT capability	Y	
Training in various educational strategies: (literacy/numeracy, SEN, SEMH, Trauma Informed settings and approaches)		Y

Full clean driving licence	Y	
PROFESSIONAL VALUES AND PRACTICE Must be able to demonstrate all of the following	Y	
A desire to develop professionally and take part in all training and development opportunities relevant to the post.	Y	
High expectations of all young people; respect for diversity	Y	
Commitment to raising the educational achievements of young people	Y	
Ability to demonstrate reliability and integrity.	Y	
Ability to build and maintain successful relationships with young people, treat them consistently, with respect and consideration.	Y	
To have a presence and to personally demonstrate and promote the positive values, attitudes and behaviour expected from the young people with whom they work.	Y	
Ability to work collaboratively with colleagues, knowing when to seek help and advice	Y	
Ability to work flexibly and to manage time effectively	Y	
Able to liaise sensitively and effectively with young people, parents and carers	Y	
Able to improve own practice through observations, evaluation and discussion	Y	
Willingness to take part in first aid qualification.	Y	