

# Stratford-upon-Avon School

## Person Specification

### Teaching Assistant (TA2) September 2025

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

|                                       | Essential                                                                                                                                                                                                                                                                 | Desirable                                                                                                                                                                                                                                                   | Evidence base                                  |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| <b>Qualifications</b>                 | <ul style="list-style-type: none"> <li>Good standard of general education.</li> </ul>                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>GCSE A*- C or equivalent in Maths and English</li> <li>Further qualifications relating to the nature of the post.</li> <li>NVQ Level 2 TA qualification</li> <li>NVQ level 3 or equivalent qualifications</li> </ul> | Application form.                              |
| <b>Skills and Experience</b>          | <ul style="list-style-type: none"> <li>Working with young people</li> <li>A supportive, sympathetic demeanour towards pupils displaying challenging behaviours.</li> <li>Basic ICT skills.</li> </ul>                                                                     | <ul style="list-style-type: none"> <li>Experience of working in a range of settings with pupils who have a range of learning needs including SEN</li> <li>Experience of familiarity with areas relating to English &amp; literacy.</li> </ul>               | Application, references and selection process. |
| <b>Key competencies and aptitudes</b> | <ul style="list-style-type: none"> <li>Ability to inspire and motivate others.</li> <li>Ability to support pupils in managing their workload, motivation and behaviour.</li> <li>Use of initiative.</li> <li>A positive, creative approach to solving problems</li> </ul> | <ul style="list-style-type: none"> <li>Good written communication and inter-personal skills.</li> </ul>                                                                                                                                                     | Application, references and selection process. |
| <b>Knowledge</b>                      | <ul style="list-style-type: none"> <li>Some knowledge of the secondary curriculum.</li> <li>Some knowledge of behaviour and learning strategies</li> </ul>                                                                                                                | <ul style="list-style-type: none"> <li>Supporting pupils of secondary age and facilitating their learning.</li> </ul>                                                                                                                                       | Application, references and selection process. |
| <b>Other information</b>              | <ul style="list-style-type: none"> <li>Displays commitment to the protection and safeguarding of children and young people</li> <li>Post subject to Enhanced DBS Disclosure</li> <li>Share the ethos of the school</li> </ul>                                             | <ul style="list-style-type: none"> <li>Willingness to co-ordinate and take part in whole school activities.</li> </ul>                                                                                                                                      | Application, references and selection process. |

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment