

# ROTHERHAM METROPOLITAN BOROUGH COUNCIL

## Person Specification

**Post: Teaching Assistant 1:1**

**School: Rawmarsh Ashwood Primary**

Personal Skills Characteristics	Essential	Desirable	Method of Assessment [List Code Below]	Shortlisting Criteria [Tick Below]
1. <u>Experience</u>  Recent school based experience	✓		AF/R	
2. <u>Qualifications and Training</u>  NVQ Level 2 (minimum)	✓		CQ	
3. <u>Special Skills and Knowledge</u>  3a Ability to identify risks within personal objectives.	✓		AF/I	
4. <u>Personal Qualities</u>  4a An understanding of and commitment to equal opportunities issues both within the workplace and the community in general.  4b A commitment to the provision of anti-discriminatory and anti-oppressive practice.  4c A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults.  4d Conscientious, honest and reliable.	✓  ✓  ✓  ✓		I  I  I/R  R	
Personal Skills Characteristics	Essential	Desirable	Method of Assessment	Shortlisting Criteria
5. <u>Personal Circumstances</u>  5a Ability to work overtime	✓		I	

5b	A Disclosure and Barring Services records check at enhanced level.	✓		DBS	
5c	Exempt from the Rehabilitation of Offenders Act, 1974. (All spent convictions to be declared.)	✓		AF	
6.	<u>Physical Requirements</u>				
6a	No serious health problem which is likely to impact upon job performance (that is, one that cannot be accommodated by reasonable adjustments).	✓		I/R	
6b	Good sickness/attendance record in current/previous employment, college or school as appropriate (not including absences resulting from disability).	✓		I/R	

Key: AF - Application Form I - Interview R - References  
CQ – Certificate of Qualification DSB – Disclosure and Barring Services Check

This specification has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy.

We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

Specification completed by .....K Levesley.....

Designation .....Head Teacher.....

Date .....23.10.2017.....

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool.

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.

Health and attendance criteria will only be assessed following an offer of appointment. (Equality Act 2010)