



APPOINTMENT OF WELFARE ASSISTANT PERSON SPECIFICATION/SELECTION CRITERIA

A. TRAINING AND QUALIFICATIONS

	Essential/Desirable	Evidence
Qualified teaching assistant at least Level 2 NVQ	D	Application
Safeguarding Training	D	Application

B. EXPERIENCE OF TEACHING AND PHILOSOPHY

	Essential/Desirable	Evidence
A sensitive practitioner who has a passion for children, education and learning.	E	Application/ Reference
Experience of supporting children in an education setting.	E	Application/ Reference
Experience of support in Key Stage 1 or/and EYFS .	D	Application/Reference
Experience of a Church setting.	D	Application/Reference

C. PERSONAL KNOWLEDGE AND UNDERSTANDING

	Essential/Desirable	Evidence
Able to demonstrate knowledge, experience, understanding and empathy to all children.	E	Application/Interview
An understanding of effective behaviour management strategies.	E	Application/Interview
Able to demonstrate a commitment to inclusive practice.	E	Application/Interview
Able to demonstrate an understanding of trauma informed practice.	D	Application/Interview

Resilience
in action

Respect
for all

Compassion
to understand

Together
we achieve

D. PERSONAL ATTRIBUTES

Applicants should be able to demonstrate a good ability in the following areas relevant to the phase:

	Essential/Desirable	Evidence
Demonstrate how they have worked collaboratively as part of a successful team.	E	Application/Interview
Willingness to seek and act on advice to improve practice and engage in further training.	E	Application/Interview
To be well organised.	E	Application/Interview
To be an effective communicator (in writing and verbally).	E	Application/Interview
A positive and resilient individual with initiative, drive, integrity and a cheerful disposition	E	Application/Interview
Willingness to participate in school extracurricular activities e.g. PTA, after school clubs etc.	D	Application/Interview
Commitment to church and/or school community	D	Application//Interview/ Reference

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