Higher Level Teaching Assistant (Grade 7)

Person Specification

St. Andrew’s Primary School

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|  | Essential | Desirable |
| **Application** | * Well-structured Durham LA application form and supporting statement indicating suitability for the post. This should include practical examples of successes including within a school context (No longer than 1 side of A4 please)
* Fully supported in reference
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| **Qualifications & Experience** |
| Education | * HLTA qualification and meet HLTA standards, or equivalent qualification
* Good standard of education, including 5 GCSE’s or equivalent (to include English and Maths)
 | * Qualification or training in a specific SEN area
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| Experience | * Experience of planning and delivering whole class and group teaching in an Early Years setting
* Experience of working with children 2-5
* Experience of recording and reporting detailed observations and next steps within Early Years
* Experience of successful family liaison work
 | * Training in specific interventions
* Paediatric First Aid certificate or current First Aid certificate
* Experience of working with parents & leading workshops
* Established links with the wider community
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| **Professional Knowledge** |
| Safeguarding | * Thorough knowledge and understanding of safeguarding children
* Ability and commitment to following school policies and procedures at all times
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| Teaching, Learning and Assessment  | * Knowledge and understanding of the Early Years Development Matters Document
* Ability to contribute to planning and curriculum delivery to ensure that they are highly effective practitioners.
* Understanding of how to differentiate tasks for pupils
* Understand how to assess a pupils knowledge and record this
* Appropriate IT skills to support learning.
* Ability to think creatively to deliver learning
 | * Has a specialist skill, which can be used to support the wider school community
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| **Professional Skills** |
| Ethos | * A holistic approach to the well-being and education of pupils
* The ability to challenge and engage children in their learning through creative opportunities, with high levels of expectations of all learners
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| **Professional Attributes** |
| Relationships | * Ability and willingness to work collaboratively and supportively within the Early Years and whole school team.
* Able to inspire confidence and respect amongst colleagues and the school community.
* Builds effective and professional working relationships with children, staff, parents, Governors and the wider community.
* Understanding of a range of strategies and approaches to encourage and enable high standards of behaviour in children

  | * Can demonstrate ability to work effectively within an Early Years team with a range of differing roles from class teacher, TA, apprentice and/or students.
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| Attitude | * Is committed to their own professional development.
* Is a creative thinker, who strives to embed innovative practice and strategies to improve learning for pupils.
* Consistently reflects the highest levels of professionalism as a role model at all times and demonstrates the school’s aims and values at all times.
* Excellent, effective oral and written communication skills.
* Excellent interpersonal skills both in working with young children and other professionals.
 | * Has a willingness to contribute fully to the wider school .
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