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 |  |
| **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 |
| 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 |
| **Professional Knowledge** | | |
| Safeguarding | * Thorough knowledge and understanding of safeguarding children * Ability and commitment to following school policies and procedures at all times |  |
| 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 |
| **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 |  |
| **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. |
| 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 . |