

MIDDLESBROUGH BOROUGH COUNCIL PERSON SPECIFICATION

Post Title: Learning Support Assistant (Romanian)

Department and Service: Children, Families and Learning - Newport Primary School



	ESSENTIAL	DESIRABLE	HOW ASSESSED *
A) Qualifications	<ul style="list-style-type: none"> <input type="checkbox"/> Qualified to equivalent of Level 2 / NVQ 	<ul style="list-style-type: none"> <input type="checkbox"/> Qualified teaching assistant <input type="checkbox"/> Evidence of INSET or professional development 	A
B) Experience	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to relate well to children and adults <input type="checkbox"/> Working in a team environment <input type="checkbox"/> Experience of interpreting for others 	<ul style="list-style-type: none"> <input type="checkbox"/> Experience of working in a school supporting learners with a range of abilities <input type="checkbox"/> Working with learners from a variety of social and cultural backgrounds; <input type="checkbox"/> Working with parents/carers and multi agencies 	A I R
C) Knowledge and Understanding	<p>Applicant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The importance of community working. <input type="checkbox"/> Literacy and Mathematics initiatives across school, particularly grammar and spelling. <input type="checkbox"/> Safeguarding practices. <input type="checkbox"/> Knowledge and understanding of how EAL learners acquire language and how best to support this. 	<p>In addition, may have knowledge and understanding of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The importance of developing an effective learning environment to enhance learning. <input type="checkbox"/> Statutory requirements of legislation concerning Equal Opportunities, Health and Safety and SEN. 	P A I
D) Skills/ Abilities	<p>The teaching assistant will be able to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Fluent Romanian <input type="checkbox"/> Actively promote the school's values, aims and objectives. <input type="checkbox"/> Develop good relationships within and across teams. <input type="checkbox"/> Establish effective relationships with learners, parents/carers and the school community. <input type="checkbox"/> Effectively support challenging behaviour. <input type="checkbox"/> Demonstrate good ICT skills. 	<p>In addition, may be able to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Reflect upon and adapt practice. <input type="checkbox"/> Support extended school provision. 	R A I

Date prepared / reviewed:.....

E) Personal Characteristics	<ul style="list-style-type: none"> <input type="checkbox"/> Professionalism. <input type="checkbox"/> Effective communication skills <input type="checkbox"/> Approachability and sensitivity. <input type="checkbox"/> Good organisational skills. <input type="checkbox"/> Honesty, reliability and confidentiality. <input type="checkbox"/> Flexibility, enthusiasm and resilience. <input type="checkbox"/> A commitment to further professional development and training. 	<ul style="list-style-type: none"> <input type="checkbox"/> Creative and dynamic approaches. 	I R P
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***A = Application Form; I = Interview; T = Test; P = Presentation; R = Reference**

All applicants who identify themselves on the relevant section of the application form as having a disability under the Disability Discrimination Act 1995 and who meet the essential criteria for the post will be guaranteed an interview, should they request one by ticking the relevant box on the application form.

Date prepared / reviewed:.....