**Framwellgate Moor Primary School**

**Person Specification: High Level Teaching Assistant Grade 7 (Maternity Leave)**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications**  **and Abilities** | * HLTA qualification or equivalent * HLTA status * Good written and spoken English – GCSE grade C or equivalent in both English and   Maths   * Current experience of using ICT to support learning | * First Aid * Team Teach or equivalent | * Application form * Certificates |
| **Experience** | * Experience of delivering to whole classes and groups * A successful track record of working with children * Experience of working with children presenting challenging behaviour * Experience of working in Upper KS2 | * Experience in creating highly differentiated programmes, timetables, behaviour contracts | * Application form * Interview |
| **Professional**  **Development** | * Evidence of continuing professional development | * Recent additional training * Phonics training | * Application form |
| **Skills and**  **Qualities** | * Experience of running groups under the teacher’s supervision * Excellent behaviour management techniques and ways of overcoming barriers to learning * Ability to establish and maintain firm and consistent boundaries * Creativity and imagination – ability to adapt to the needs of the child * An excellent and engaging communicator * Ability to build and form good working relationships with children, parents/carers colleagues and professionals | * A commitment to undertaken further specialist training as required * Willingness to be involved in extra-curricular activities * Confident use of ICT | * Application form * Interview * References |
|  | **Essential** | **Desirable** | **Evidence** |
|  | * Excellent organisational skills and ability to meet deadlines * Ability to work on own initiative, and prioritise between conflicting demands * Maintaining confidentiality |  |  |
| **Equal**  **Opportunities** | * Commitment to the School’s Equal Opportunities Policy, Special Needs Code of Practice, Disability Discrimination Act, and Every Child Matters * Commitment to the Safeguarding Practices and Procedures |  | * Application form * Interview |
| **Disposition** | * To be interested in children as individuals and how they learn * To display a warm and approachable demeanour * Exhibit a flexible approach and sense of humour * Be empathetic and sensitive to differing viewpoints * To display a professional manner at all times, and in various contexts * To be resilient * To take a full and active role in the life of the whole school |  | * Interview * References |