Ramshaw Primary School

Person Specification



POST TITLE: Enhanced Teaching Assistant

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| Category | Essential | Desirable | Method of Assessment |
| Application | * Fully supported reference * Well structured supporting letter indicating beliefs, understanding of important educational issues |  | Application form  Pre-employment checks  Selection process |
| Qualification | * NVQ level 3 or equivalent |  | Application form  Pre-employment checks  Selection process |
| Experience | * Ability to demonstrate high standards of working with young children in a mainstream setting. * Experience of working with children or small groups of children in a learning environment. * Experience of working with young children with a range of additional needs. * Supporting Behaviour management. * Supporting planning learning activities. * Have experience of observing, monitoring, assessing, reporting and maintaining records of children and their performance. * Plan and deliver small group or 1:1 interventions. * Work in partnership with Teachers and other professional agencies. * Have experience of capturing children’s learning in ways that can be shared with children, parents and families. | * Previous experience of working with children who have Speech and language intervention | Application form  Pre-employment checks  Selection process |
| Skills/Knowledge | * Schools policies and procedures. * Ability to relate effectively to staff, children, parents, carers, extended families and other professionals. * Ability to work as part of a team and use own initiative. * Excellent communication skills used effectively in a variety of situations. * Good organisational skills. * Ability to contribute to outcomes for SEN Support Plans. * A commitment and understanding of safeguarding issues. * Knowledge of relevant ICT. | * Phonic Knowledge | Application form  Pre-employment checks  Selection process |
| Professional Development | * Ability to demonstrate motivation to continue personal and professional development. | * Attendance on courses relevant to meet the children’s needs. * A commitment to whole school and individual professional development. | Application form  Pre-employment checks  Selection process |
| Personal Attributes | * Ability to demonstrate a happy, enthusiastic, highly motivated persona. * Ability to demonstrate a positive, non-discriminatory attitude. * Ability to demonstrate high personal and professional standards. * Ability to demonstrate a consistently caring attitude towards children and parents. * Patient, Punctual, reliable and sensitive to pupils needs. * A good sense of humour! * A willingness to be part of the school and wider community. | * Flexibility and adaptability in order to be able to mix and work with a wide range of people. | Application form  Pre-employment checks  Selection process |