**School: Bearpark Primary School**

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|  | **POST TITLE: Teaching Assistant Grade 3 16 hours (mornings)** |  |

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualification** | * • A teaching assistant qualification at NVQ Level 3 relevant to the Key Stage or its equivalent OR Relevant qualifications at NVQ Level 3 childcare | * A valid Paediatric First Aid Certificate * Good numeracy /literacy skills * Food Hygiene certificate   • Additional SEN qualifications or recent accredited training |
| **Experience** | * 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 * Experience of planning and evaluating learning activities * Involved in planning programmes of learning for individuals, groups and whole class * Experience of assessment and recording assessments * Experience of working successfully and co-operatively as a member of a team * Experience of record keeping systems and accurately updating information * Recent experience of successfully working with children with support plans   • Experience of working with children presenting challenging behaviour | * Experience of delivering Letters and Sounds * Experience of working in KS2 * Experience of dealing with the general public * Experience of working in a school environment * Experience of contributing towards individual support plans. * • Experience in creating differentiated programmes, timetables, behaviour contracts |
| **Skills/Knowledge** | * The ability to converse at ease with staff, parents and children, and provide advice in accurate spoken English is essential for the post. * To be able to relate to children and support them in the development | * Ability to work within the LA and School’s policies and guidelines * Working knowledge of foundation, national curriculum key stages and government strategies * To be able to provide advice, guidance and information to various audiences * Knowledge of the SEND Code of Practice * • Knowledge of effective learning strategies for SEND children aimed at improving behaviour and participation |
| **Personal Qualities** | * Ability to work as part of a team * Friendly and supportive. * Calm and positive approach * Committed to professional development * Ability to use own initiative * Excellent organisational skills and ability to meet deadlines   • Ability to be flexible and adaptable   * Be committed to attending any training courses relevant to the post, ensuring continuing personal and professional development. * Be a good role model to pupils * Ability to support our school ethos * • Ability to demonstrate enthusiasm and sensitivity whist working with a SEND pupil | * Evidence of commitment to continuous professional development |

*In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:*

* *motivation to work with children and young people;*
* *ability to form and maintain appropriate relationships and personal boundaries with children and young people;*
* *emotional resilience in working with challenging behaviours; and*
* *attitudes to use of authority and maintaining discipline.*

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.