

Belmont Primary School Level 3 Nursery Teaching Assistant : Person Specification

When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria to be able to do the job. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. If you feel that there are barriers, please tell us in the application form.

	Criteria Number	Essential	How identified	Criteria Number	Desirable	How identified
Qualifications	1	<ul style="list-style-type: none"> Level 3 Teaching Assistant qualification Willingness to undertake on-going professional development 	A	21	<ul style="list-style-type: none"> Further qualifications or training relevant to teaching or subject leadership 	A
	2		A			A
			A			
Professional Knowledge and Experience	3	<ul style="list-style-type: none"> Experience of working in Early Years A proven track record of good classroom practice Experience of working with children with special educational needs Demonstration of a sound understanding of best practice in Early Years education 	A / R	22	<ul style="list-style-type: none"> Experience of working with parents/carers as partners Experience of working with support staff to improve outcomes for pupils 	A
	4		A / I/R			A/I
	5		A			A/I
	6		A / I			
Professional Skills	7	<ul style="list-style-type: none"> Proven ability to implement strategies for raising pupils' achievement. Familiar with systems to help monitor pupils' progress Able to select and use a range of assessment and feedback strategies to improve learning outcomes. Ability to promote and maintain good behaviour. Good understanding of child development and learning processes Ability to relate positively with staff, children, parents and carers 	A			A/I
	8		A			A/I
	9		A			
	10		A / I			
	11					
	12					
Professional Ethos and Commitment	13	<ul style="list-style-type: none"> High expectations for self and others and a strong commitment to raising achievement. Commitment to meeting the personalised learning needs of every child. Willing to work with partners, including the East Cleveland Co-operative Learning Trust, to promote and enable raising of standards. 	A / I	23	<ul style="list-style-type: none"> Interest and willingness to be involved in the wider life of the school Demonstrable experience of working collaboratively with other agencies or schools 	A/I
	14		A / I			A / I
	15		A / I	24		

Personal Qualities	16	<ul style="list-style-type: none"> • Approachable with excellent interpersonal skills • Good time management, with the ability to set and work to deadlines. • Ability to communicate clearly and concisely, orally and in writing for a range of audiences. 	I			
	17		I			
	18		A/I			
Additional factors	19 20	<ul style="list-style-type: none"> • Is committed to safeguarding children and young people. • Must be a suitable person to work with children and young people. 	A / I R/ I/ checks			

Key

A: application form I : interview/ selection day activities R: references