

**POST OF TEACHING ASSISTANT GRADE 7 HLTA Permanent**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA IS ASSESSED** |
| **Application** | * Completed application form
* Well-structured supporting statement indicating suitability for the post. This should include practical examples of successes within a school context (No longer than two sides of A4 please)

Fully supported in reference |  | Application Form Longlisting ReferenceReference |
| **EDUCATION/ QUALIFICATIONS** | 5 GCSEs including Maths and English, grades A-C or equivalent* NVQ level 3
* HLTA status or equivalent.
 | * A valid first aid certificate
 | Application FormCertificates |
| **EXPERIENCE** | * Demonstrate high standards of classroom practice
* Experience of planning and assessing programmes of learning for individuals, groups and whole classes
* Evidence of consistently good teaching to classes, groups and individuals
* Experience of working in EYFS, Key Stage 1 & Key Stage 2
* Experience of working with children with a range of needs

Evidence of planning and evaluating learning activities and assessing/tracking pupil progress | * Experience of working in a mixed EYFS/KS1 class
 | Application FormReferencesInterview |
| **SKILLS / KNOWLEDGE** | * Experience in curriculum planning, delivery and assessment
* Ability to teach classes across the primary age range
* Ability to establish professional relationships and take an active role within a team
* Ability to communicate effectively in a variety of situations
* Good ICT skills for both organisation and teaching
* Ability to use initiative and resolve problems as they arise
* A willingness to work co-operatively with a wide range of professionals
* Able to facilitate a productive, calm working environment.
* Excellent behaviour management strategies.
 |  | Application FormReferencesInterview |
| **PERSONAL QUALITIES** | * Enthusiasm and flexibility
* Willingness to work collaboratively with colleagues in school and across the Federation
* Sensitivity whilst working with others
* Evidence to show that children, parents and the community are valued and respected
* Positive attitude towards change
* Enthusiasm for learning outdoors
* Willingness and ability to travel between schools
 | * Willingness to play an active part in extra-curricular activities including educational visits and after school clubs.
 | ReferencesInterview |