

**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 Reference  Reference |
| **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 Form  Certificates |
| **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 Form  References  Interview |
| **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 Form  References  Interview |
| **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. | References  Interview |