Hesleden Primary School

Person Specification for Teaching Assistant – Grade 5

|  | **Essential** | **Desirable** |
| --- | --- | --- |
| **Qualifications and Abilities** | * Well-presented, fully completed, application form * Good written and spoken English – GCSE grade C or equivalent * Maths qualification - GCSE grade C or equivalent * A teaching assistant qualification at CACHE or NVQ Level 3 or above * Recent experience supporting a range of primary age children | * Level 3 qualifications relating to Early Years * First Aid * Team Teach or equivalent * Training/experience in ASD Support * Training/experience in speech, language and communication |
| **Experience** | * Ability to demonstrate high standards of working with young children * Experience of working with children across the school from Foundation to Year 6 * Involved in planning programmes of learning for individuals, groups and whole class and evaluation of learning activities * Have experience of capturing children’s learning in ways that can be shared with children, parents and families * Experience of working with pupils with SEND, including supporting pupils with social and emotional aspects of learning * Experience of assessment and recording assessments * Experience of a range of positive behaviour management strategies and dealing with challenging behaviour * Experience of working successfully and co-operatively as a member of the team * Experience of record keeping systems and accurately updating information | * Experience in creating highly differentiated programmes * Use of a multi-sensory approach to learning * Experience of working in an Early Years Unit |
| **Knowledge & Skills** | * Understanding of child development and the needs and characteristics of young children, including those with additional needs * Ability to relate effectively to staff, children, parents, carers, extended families and other professionals * Excellent communication skills used effectively in a variety of situations * Good organisational skills * A willingness to work co-operatively with a wide range of professionals * Good communication skills – written and verbal * Ability to collate data * Ability to work in a way that promotes the safety and wellbeing of children and young people * An understanding of safeguarding procedures. * Using specialist knowledge to support pupils * Gather relevant information to contribute to SEN Support Plans * Demonstrate an ability to use skills, expertise and experience to work independently to support pupil learning with individual children, small groups and whole class * Ability to work flexibly either on own or as part of a team * Enthusiasm and ability to use initiative to deliver high quality learning activities. * Use ICT effectively to support teaching and learning | * A commitment to undertake further specialist training as required * Willingness to be involved in extra-curricular activities * Confident use of ICT |
| **Equal Opportunities** | * Commitment to the School’s Equal Opportunities Policy, Special Needs Code of Practice, Disability Discrimination Act, and Every Child Matters * Commitment to the Safeguarding Practices and Procedures | * Awareness of working in a UNICEF Rights Respecting school |
| **Disposition** | * To be interested in children as individuals and how they learn * Sensitive to the needs of children and their parents/carers * To consistently display a warm and approachable demeanour * Ability to use own initiative * Ability to work under pressure * To have a calm and positive approach * To exhibit a flexible approach and sense of humour * To be empathetic and sensitive to differing viewpoints * Be committed to attending any training courses relevant to the post, ensuring continuing personal and professional development * Be a good role model to pupils in speech, dress, behaviour and attitude. |  |