Hesleden Primary School

Person Specification for Teaching Assistant – Grade 5

|  | **Essential** | **Desirable** |
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| **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
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| **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
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| **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
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| **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
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| **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.
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