

Lynnfield Primary School

PERSON SPECIFICATION: TEACHING ASSISTANT

LYNNFIELD PRIMARY SCHOOL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN. THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING AN ENHANCED DISCLOSURE & BARRING CHECK (DBS).

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
- Application	<p>Fully supported in reference. (R)</p> <p>Well written, structured and presented application. (A)</p>	
- Qualifications & Professional Development	<p>Relevant qualification to the post, e.g. working at or towards the national occupational standards in supporting teaching and learning as reflected in the NVQ2 and Level 2 Certificate in Supporting Teaching and Learning on the Qualification and Credit Framework (QCF) or equivalent experience (A)</p> <p>Evidence of continued and relevant professional development (A)</p> <p>Have good standards of personal literacy, numeracy and ICT competency (A) (R) (I)</p> <p>GCSE grade 9-4 or A-C, or equivalent in English and Maths (A)</p>	<p>Relevant SEN specific awareness qualification, e.g. Autism Awareness (A) (I)</p> <p>Paediatric First Aid Certificate (A)</p> <p>A degree (A)</p> <p>Current 'Team Teach' Qualification (A)</p>



<p>- Experience</p>	<p>Experience of working with children in a primary setting, within the past 12 months (A)</p> <p>Experience of supporting groups and individual pupils, meeting individual needs (A) (R)</p> <p>Experience of working with children who have social and emotional mental health needs (A) (R) (I)</p> <p>Experience of delivering whole class teaching (A) (R) (I)</p>	<p>Experience of working in more than one Key Stage or age group (A)</p> <p>Experience of providing support for pupils using a nurture based approach (A) (O)</p> <p>Evidence of working with pupils who may demonstrate challenging behaviour (A)</p>
<p>- Skills & Abilities</p>	<p>Ability to communicate effectively both orally and in writing (R) (I)</p> <p>Ability to develop excellent relations with all members of the school's community, drawing on excellent inter-personal skills (R) (I)</p> <p>Ability to empathise with all children and to be firm, fair and consistent, building excellent relationships and promoting effective behaviour through positive behaviour management (I) (R)</p> <p>Ability to work independently and as part of a team (I) (R)</p> <p>Ability to follow specific programs of work, both academic, language based and physical (R) (I)</p>	
<p>- Special Knowledge</p>	<p>Knowledge of the primary curriculum and an understanding of the principles of good curriculum provision (A) (R) (I)</p>	<p>Knowledge of specific approaches to supporting individual learners with specific needs or conditions (A) (I)</p>

	Knowledge of current safeguarding procedures and good practice (I)	Knowledge of the Professional Standards for Teaching Assistants (A)
- Personal Attributes	<p>Ability to remain calm under pressure (I) (A)</p> <p>High expectations of children's achievements and behaviour (I) (R)</p> <p>Self- reflective, continually reflecting on own practice with the aim to improve (A) (I) (R)</p> <p>Flexible and adaptable in approach (I) (R)</p> <p>Demonstrate sensitivity, integrity and enthusiasm when working with all stakeholders (R) (I)</p> <p>Willingness to work in partnership with other staff, schools, key agencies and organisations. (A) (I)</p>	Outside interests (A) (I)

ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW O = OBSERVATION R = REFERENCE(S)

Please note all appointments within Lynnfield Primary School are subject to a declaration of medical fitness by the Council's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.