Laurel Avenue Community Primary School

 Essential Criteria Sheet: Higher Level Teaching Assistant

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Application** | * Fully supported in reference (one being your most recent employer)
* Well-presented application form
* A well- structured supporting letter in addition to your application form indicating how the criteria within this person specification are met (no more than1000 words)
 |  | Application formLetter of applicationReferences |
| **Qualifications and training** | * 5 GCSEs grade A-C (4-9) including English and Maths Minimum 4
* NVQ level 3 or equivalent
 | * Valid First Aid Certificate
* Evidence of recent and relevant child Protection/Safeguarding training
 | Application formLetter of applicationCertificates |
| **Experience** | * Current and extensive experience of working within a Primary School environment
* Experience of working with children with general and specific learning difficulties including ASD and ADHD
* Experience of working with whole classes, individuals and groups
* Demonstrate a range of positive behaviour strategies
* Ability to plan, prepare and deliver learning to small groups and classes under the direction/supervision of a teacher
* Evidence of consistently good teaching of individuals and groups of children to raise attainment
 | * Supporting the safeguarding of children and their families
* Working with families to support children’s learning at home
 | Application formLetter of applicationClassroom ObservationInterviewReferences |
| **Skills, knowledge and aptitude** | * Ability to relate well with children and adults
* Ability to establish professional relationships and take an active role within a team
* Excellent behaviour management strategies
* Demonstrate an ability to use skills, expertise and experience to work independently to support pupil learning with individual children, small groups and whole classes
* Detailed knowledge of assessment of children and how this informs planning and learning
* A clear vision and understanding of the needs of primary pupils including Special Needs
* Clear understanding of safeguarding
* Positive attitude to the job/pride in work
* Good written and oral communication skills
* Ability to work flexibly either on own or as part of a team
* Enthusiasm and ability to use initiative
* Ability to contribute to meetings and liaise with other agencies
* Use ICT effectively to support teaching and learning
* A willingness to work co-operatively with a wide range of professionals
* Demonstrate leadership and line management skills
 | * Understanding of equal opportunities
* Ability to work within the LA and school’s policies and guidelines
* Ability to work with whole classes
* Understanding of Safeguarding and Child Protection, confidentiality
 | Application formLetter of applicationClassroom ObservationInterviewReferences |
| **Personal Attributes** | * Approachable manner, reliable, conscientious, articulate
* Flexible approach to work
* Sensitive to the needs of vulnerable children and their parents
* Commitment to achieve high standards and to continuing personal and professional development
* High level of confidentiality and discretion
* Calm and positive approach
* Willingness to get involved in school life and lead after school activity clubs and activities
* Ability to work with a variety of different people
* Hard working and a good sense of humour
 | * Appreciate and support other professionals
* Experience of delivering proven interventions
 | Letter of applicationClassroom ObservationInterviewReference |
| **Disclosure of Criminal****Record** | * Enhanced DBS
 |  | Disclosure and Barring Service check |