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 form  Letter of application  References |
| **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 form  Letter of application  Certificates |
| **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 form  Letter of application  Classroom Observation  Interview  References |
| **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 form  Letter of application  Classroom Observation  Interview  References |
| **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 application  Classroom Observation  Interview  Reference |
| **Disclosure of Criminal**  **Record** | * Enhanced DBS |  | Disclosure and Barring Service check |