

PERSON SPECIFICATION

General Teaching Assistant and Advanced Teaching Assistant Post

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection.

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<p>Knowledge</p> <ul style="list-style-type: none"> • An awareness of child/young person's development and learning • Understanding of individual children and young people's needs • An understanding that children/Young people have differing needs and knowledge of inclusive practice • An awareness of the importance of play in early years learning and development and how play can be used as a practitioner to further develop children's learning 	<ul style="list-style-type: none"> • Good understanding of child development and learning processes • Knowledge of behaviour management techniques • Knowledge of Child Protection and Health & Safety policies and procedures • Knowledge of inclusive practice
<p>Experience</p> <ul style="list-style-type: none"> • Experience appropriate to working with children in a Foundation Stage learning environment 	
<p>Qualifications</p> <ul style="list-style-type: none"> • Relevant NVQ Level 3 qualification or equivalent 	<ul style="list-style-type: none"> • Paediatric first aid training
<p>Occupational Skills</p> <ul style="list-style-type: none"> • Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers • Good reading, writing and numeracy Skills 	<ul style="list-style-type: none"> • Basic ICT Skills

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills. • Ability to work successfully in a team. • Confidentiality • Flexibility 	<ul style="list-style-type: none"> • Creativity
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS Clearance • To be committed to the school's policies and ethos • To be committed to Continuing Professional Development • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Ability to use authority and maintaining discipline • An empathy for equality & diversity • The ability to converse at ease with parents and other professionals and provide advice in accurate spoken English 	

PERSON SPECIFICATION

Higher Level Teaching Assistant (HLTA)

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Knowledge <ul style="list-style-type: none">• Good understanding of child/young people's development and learning processes• Understanding of individual children and young peoples' needs• An understanding that children/Young people have differing needs and knowledge of inclusive practice	<ul style="list-style-type: none">• Knowledge of Behaviour Management techniques• Knowledge of Child Protection and Health & Safety legislations and procedures
Experience <ul style="list-style-type: none">• Significant experience of working with children in an education setting	<ul style="list-style-type: none">• Experience of delivering evidence based interventions that accelerate learning• Experience in a relevant specialism e.g. Art/Music/Sport
Occupational Skills <ul style="list-style-type: none">• Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe• Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers	
Qualifications <ul style="list-style-type: none">• Level 2 numeracy & literacy qualification or equivalent• HLTA status or QTS **	<ul style="list-style-type: none">• Paediatric First Aid• Relevant NVQ level 4 or foundation degree

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<p>** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class</p>	
<p>Personal Qualities</p> <ul style="list-style-type: none"> • Demonstrable interpersonal skills • Ability to work successfully in a team • Able to exercise discretion and judgement • Confidentiality • Flexibility 	<ul style="list-style-type: none"> • Creativity
<p>Other Requirements</p> <ul style="list-style-type: none"> • To be committed to the school's policies and ethos • To be committed to Continuing Professional Development • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Ability to use authority and maintaining discipline • Enhanced DBS • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post 	