***Whitehill Primary School***

**PERSON SPECIFICATION**

**POST TITLE: HIGHER LEVEL TEACHING ASSISTANT Level D**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **RELEVANT EXPERIENCE** | * Substantial experience of working with children within the Primary phase. * Experience of covering classes * Experience of planning and delivering lessons | * Experience of working with pupils from a range of backgrounds | Application form / interview |
| **EDUCATION AND TRAINING** | * Current training in TA role (NVQ Level 3) or hold a degree * Maths/English GCSE A-C (or equivalent) * Knowledge of how to use ICT to support professional activities * Willingness to achieve a first aid award within agreed timescales. | * Qualified Teacher Status * Recent professional development/training for this role * To hold an appropriate first aid qualification | Application form / interview |
| **SPECIAL KNOWLEDGE AND SKILLS** | * Ability to plan, monitor, support delivery and deliver teaching and learning activities * Ability to set and promote high standards of behaviour and handle potentially difficult situations * Ability to engage children and increase participation in activities through appropriate differentiation, considering the diverse and individual needs of learners * Ability to adapt communication styles to needs and situations and to establish effective communication processes with teachers, colleagues, parents and carers * Ability to provide clear and constructive feedback * Awareness of safeguarding principles and safe working practices * Displays commitment to the protection and safeguarding of children and young people * Ability to support the teacher in evaluating pupils’ progress * Understanding of key factors affecting children’s learning and progress including wellbeing, health and social issues | * Ability to provide appropriate/graduated methods of support for children with SEND * Knowledge and understanding of strategies to support learnings with English as an Additional Language * Knowledge and understanding of how to carry out risk assessments with regards to relevant learning activities * Knowledge and understanding of how to direct the work of other adults to support learning * To have experience of leading intervention programmes and preparing relevant resources | Application form / interview |
| **ANY ADDITIONAL FACTORS** | * Ability to work effectively as part of a team, supporting colleagues and professionals from external agencies * Ability to use initiative * Be fully committed to the ethos that every child can shine like a star * Have the determination to provide the highest quality learning experiences for our pupils * Willingness to participate in Forest School sessions (outdoor learning) * To hold a good attendance record (Evidenced in reference request) | * Experience of liaising with parents and the wider community * Experience of Forest School sessions | Application form / interview / reference request |