

**THORN GROVE PRIMARY SCHOOL**

**PERSON SPECIFICATION**

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

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW IDENTIFIED</b>
<b>RELEVANT EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Substantial experience of working with children within the Primary phase.</li><li>• Experience of covering classes</li><li>• Experience of planning and delivering lessons</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with pupils from a range of backgrounds</li></ul>	Application form / interview
<b>EDUCATION AND TRAINING</b>	<ul style="list-style-type: none"><li>• Current training in TA role (NVQ Level 3) or hold a degree</li><li>• Maths/English GCSE A-C (or equivalent)</li><li>• Knowledge of how to use ICT to support professional activities</li><li>• Willingness to achieve a first aid award within agreed timescales.</li></ul>	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Recent professional development/training for this role</li><li>• To hold an appropriate first aid qualification</li></ul>	Application form / interview
<b>SPECIAL KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"><li>• Ability to plan, monitor, support delivery and deliver teaching and learning activities</li><li>• Ability to set and promote high standards of behaviour and handle potentially difficult situations</li><li>• Ability to engage children and increase participation in activities through appropriate differentiation, considering the diverse and individual needs of learners</li><li>• Ability to adapt communication styles to needs and situations and to establish effective communication processes with teachers, colleagues, parents and carers</li><li>• Ability to provide clear and constructive feedback</li><li>• Awareness of safeguarding principles and safe working practices</li><li>• Displays commitment to the protection and safeguarding of children and young people</li><li>• Ability to support the teacher in evaluating pupils' progress</li><li>• Understanding of key factors affecting children's learning and progress including wellbeing, health and social issues</li></ul>	<ul style="list-style-type: none"><li>• Ability to provide appropriate/graduated methods of support for children with SEND</li><li>• Knowledge and understanding of strategies to support learnings with English as an Additional Language</li><li>• Knowledge and understanding of how to carry out risk assessments with regards to relevant learning activities</li><li>• Knowledge and understanding of how to direct the work of other adults to support learning</li><li>• To have experience of leading intervention programmes and preparing relevant resources</li></ul>	Application form / interview

<p><b>ANY ADDITIONAL FACTORS</b></p>	<ul style="list-style-type: none"> <li>• Ability to work effectively as part of a team, supporting colleagues and professionals from external agencies</li> <li>• Ability to use initiative</li> <li>• Be fully committed to the ethos that every child can shine like a star</li> <li>• Have the determination to provide the highest quality learning experiences for our pupils</li> <li>• Willingness to participate in Forest School sessions (outdoor learning)</li> <li>• To hold a good attendance record (Evidenced in reference request)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of liaising with parents and the wider community</li> <li>• Experience of Forest School sessions</li> </ul>	<p>Application form / interview / reference request</p>
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