**Robert Arkenstall Primary School**

Teaching Assistant – Person Specification

| **Person Specification**  The School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. | | | |
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|  | **Essential**  These are qualities without which the Applicant could not be appointed. | **Desirable**  These are extra qualities which can be used to choose between Applicants who meet all of the essential criteria. | **Method of Assessment** |
| **Qualifications** | C grade or above at GCSE in English and Maths | Be committed to own professional development  Level 2 Pre-School Practitioner | Production of Applicant’s certificates |
| **Attainments and Experience** | Experience in supporting children’s learning  Confidence to work in a range of environments with pupils of all age and abilities  or  Sensitivity to the needs of young children combined with significant experience of working in personal contact situations with clients/customers and the delivery of a responsive and confidential service to them. | Experience in working with children at EY/KS1.  Experience of working within an Early Years setting and familiarity with the environment. | Application form  Interview  Professional References |
| **Skills and Knowledge** | Excellent interpersonal skills including the ability to relate well to people on all levels, to resolve conflicts in a sensitive manner, to encourage and motivate  Experience in managing delivery of professional programmes  Ability to work as a member of a team, to show initiative and imagination and to understand roles and responsibilities  Ability to plan programmes with the class teacher, prepare and implement activities, monitoring the pupils’ response and modifying the activities to achieve progression towards the intended learning outcomes  Ability to work with the teacher to plan, implement and monitor intervention strategies to be used to manage the behaviour of pupils  The ability to deescalate children who are dysregulated and an understanding of positive behaviour management  Ability to relate well to others, including parents. | Evidence of commitment to professional development with current evidence based practice  Experience of preparing and delivering appropriate learning opportunities to meet specific learning difficulties  Ability to support the coordination and work of a team of colleagues within the department in liaison with Class teacher  Good ICT skills to facilitate learning  An understanding of the SEND code of practice  Experience of record keeping including SEND records  Ability to identify and monitor next steps on ISP or EHCP targets, liaising with Class teacher or designated teacher for SEND  Well-being training e.g. Mental Health First Aid, Lego therapy | Application Form  Interview  Professional references |
| **Personal competencies and qualities** | Sensitivity to the needs of young children.  Personal integrity, honesty, energy, stamina and enthusiasm.  A willingness to give time generously to support school events and activities.  A commitment to personal professional development.  A sense of humour.  The ability to be flexible and manage unexpected events calmly and positively. |  | Interview |