

The person specification below outlines the qualities, values, skills and understanding that are required to fulfil the job description, inspire and enable all our pupils to excel. Please use the person specification alongside the job description in your application and preparation for the interview.

	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
Qualifications	<ul style="list-style-type: none"> <li>• Relevant Educational qualifications</li> </ul>	<ul style="list-style-type: none"> <li>• Higher Education / Further Education qualifications</li> <li>• Speech and language (ELKLAN)</li> <li>• Autism and ADHD awareness</li> <li>• Further and relevant Professional Development</li> <li>• Paediatric First Aid at work</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Recent, relevant experience as a teaching assistant within a Primary phase classroom</li> <li>• Recent, relevant experience working with pupils that require nurture and support to enable them to thrive within a mainstream school</li> <li>• Phonics and early reading knowledge</li> <li>• Experience of working effectively in a team</li> <li>• Experience of working within a structured behaviour management programme</li> </ul>	<ul style="list-style-type: none"> <li>• Proven record of effective intervention group work</li> <li>• Experience of delivering phonics and early reading programmes / interventions</li> <li>• Evidence of non - educational experiences</li> <li>• Flexibility within role such as lunchtime supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> </ul>
Professional Knowledge, Understanding and skills	<ul style="list-style-type: none"> <li>• Understanding of what constitutes quality and high standards in learning</li> <li>• Knowledge of inclusion and strategies for engaging all learners</li> <li>• Understanding what constitutes appropriate and successful relationships with children</li> <li>• Knowledge and understanding of Child protection within a Primary school setting</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting and nurturing emotional literacy within the classroom</li> <li>• Knowledge and understanding of how the learning environment supports high standards</li> <li>• Knowledge and understanding of how the learning environment supports high standards</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> </ul>

	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
Specific Knowledge, Understanding and skills	<ul style="list-style-type: none"> <li>• Knowledge of delivering and assessing within a phonics programme</li> <li>• Using a positive approach to promote learning and behaviour</li> <li>• Skills in observing and recording assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Effective organisational skills</li> <li>• Understanding of how pupils learn</li> <li>• Confident and competent user of technology as an educational tool</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Learning observation</li> <li>• Interview</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum</li> <li>• Knowledge of the Foundation Stage curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Cross curricular learning and teaching</li> <li>• How the curriculum supports the ethos and values of a school</li> <li>• Knowledge of Development Matters</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> </ul>
Professional Values	<ul style="list-style-type: none"> <li>• High expectations of everyone</li> <li>• Commitment to enquiry led learning</li> <li>• Commitment to the personal welfare and safeguarding of children</li> </ul>	<ul style="list-style-type: none"> <li>• Support for an enriched curriculum through out of hours learning and educational visits</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Good interpersonal/communication skills</li> <li>• Displays warmth, care and sensitivity in dealing with children</li> <li>• Open minded and reflective</li> <li>• Ability to work flexibly and prioritise</li> <li>• Desire to continually develop and embrace new ideas</li> <li>• Demonstrate a confidence to speak out when concerned about pupil outcomes</li> <li>• Willingness to be involved in the wider life of the school</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to engage with the opportunities for learning presented by the school site</li> <li>• Insight into what is important in our school</li> <li>• Demonstrate a commitment to environmentally friendly and sustainable working practices</li> <li>• Brings personal interests and enthusiasm to the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> <li>• Reference</li> </ul>