

# Person Specification

Lead Teaching Assistant/ Cover Supervisor

	Essential	Desirable
Qualifications, and Training	<ul style="list-style-type: none"> <li>GCSE English and Maths A* - C or equivalent.</li> <li>Level 3 qualification in Supporting Teaching and Learning (or equivalent)</li> <li>Evidence of continuing professional development.</li> <li>Strong personal literacy skills</li> </ul>	<ul style="list-style-type: none"> <li>Training in /experience of delivering a range of interventions to accelerate progress</li> <li>Other professional qualifications/ qualifications in child development</li> <li>First Aid training</li> </ul>
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> <li>Strong evidence of a depth of experience in a primary school setting</li> <li>Experience of Teaching Assistant role within KS1 and/or KS2, working with groups or larger numbers of pupils away from the teacher's supervision</li> <li>Strong understanding of how to impact in the Teaching Assistant role and effective TA practice</li> <li>Experience of supporting the class teacher and SENDCo</li> <li>Experience of multi-disciplinary working</li> <li>Knowledge of successful strategies for improving the quality of provision, learning and progress for all pupils, including those with SEND and vulnerable pupils</li> <li>Knowledge of assessment practice in relevant key stages</li> <li>Knowledge/experience of teaching reading (Phonics/Fluency etc)</li> <li>Good knowledge/understanding of current thinking and practice in education</li> <li>Evidence of strong behaviour management and good understanding of positive behaviour approaches</li> <li>Sound knowledge of provision and practice across the range of curriculum subjects</li> <li>Ability to use the Microsoft Office Suite</li> </ul>	<ul style="list-style-type: none"> <li>Ability to bring experiences to the school which enrich and enhance the community</li> <li>Knowledge of government inclusion agenda</li> <li>Experience of covering classes in the short-term absence of the class teacher</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>Ability to stay calm under pressure and meet deadlines</li> <li>Ability to be self-directed or to work within a team</li> <li>Good organisational skills</li> <li>Confidence to work with a wide range of people and abilities</li> <li>Ability to promote a positive ethos and role model positive attributes</li> </ul>	<ul style="list-style-type: none"> <li>An awareness of the factors which affect the way people learn</li> <li>Ability to think creatively and contribute new ideas</li> </ul>

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**MALBYLEARNINGTRUST**

Exceptional Experiences. Successful Lives.

<b>Personal Qualities and Attributes</b>	<ul style="list-style-type: none"><li>• Commitment to personal continuous professional development</li><li>• Ability to communicate effectively and concisely</li><li>• Ability to build effective working relationships with students and colleagues</li><li>• Clear commitment to safeguarding and ensuring the wellbeing of all young people</li></ul>	<ul style="list-style-type: none"><li>• Ability to establish positive professional relationships, recognise potential, motivate, and challenge staff as appropriate.</li></ul>
<b>Attendance</b>	<ul style="list-style-type: none"><li>• Good attendance record in current employment, (not including absences due to disability).</li></ul>	