

Person Specification

Lead Teaching Assistant/ Cover Supervisor



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	Essential	Desirable
Qualifications, and Training	- GCSE English and Maths A* - C or equivalent. - Level 3 qualification in Supporting Teaching and Learning (or equivalent) - Evidence of continuing professional development. - Strong personal literacy skills	- Training in /experience of delivering a range of interventions to accelerate progress - Other professional qualifications/ qualifications in child development - First Aid training
Experience, Knowledge and Understanding	- Strong evidence of a depth of experience in a primary school setting - Experience of Teaching Assistant role within KS1 and/or KS2, working with groups or larger numbers of pupils away from the teacher's supervision - Strong understanding of how to impact in the Teaching Assistant role and effective TA practice - Experience of supporting the class teacher and SENDCo - Experience of multi-disciplinary working - Knowledge of successful strategies for improving the quality of provision, learning and progress for all pupils, including those with SEND and vulnerable pupils - Knowledge of assessment practice in relevant key stages - Knowledge/experience of teaching reading (Phonics/Fluency etc) - Good knowledge/understanding of current thinking and practice in education - Evidence of strong behaviour management and good understanding of positive behaviour approaches - Sound knowledge of provision and practice across the range of curriculum subjects - Ability to use the Microsoft Office Suite	- Ability to bring experiences to the school which enrich and enhance the community - Knowledge of government inclusion agenda - Experience of covering classes in the short-term absence of the class teacher
Skills and Abilities	- Ability to stay calm under pressure and meet deadlines - Ability to be self-directed or to work within a team - Good organisational skills - Confidence to work with a wide range of people and abilities - Ability to promote a positive ethos and role model positive attributes	- An awareness of the factors which affect the way people learn - Ability to think creatively and contribute new ideas

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Personal Qualities and Attributes	• Commitment to personal continuous professional development • Ability to communicate effectively and concisely • Ability to build effective working relationships with students and colleagues • Clear commitment to safeguarding and ensuring the wellbeing of all young people	• Ability to establish positive professional relationships, recognise potential, motivate, and challenge staff as appropriate.
Attendance	• Good attendance record in current employment, (not including absences due to disability).	