

Person Specification

Lead Teaching Assistant

	Essential	Desirable
Qualifications, Knowledge and Skills	<ul style="list-style-type: none"> GCSE English and Mathematics A* - C or equivalent. Level 3 Teaching Assistant qualification. Evidence of continuing professional development. Strong personal literacy skills. 	<ul style="list-style-type: none"> Training in / experience of delivering a range of interventions to accelerate progress. Other professional qualifications / qualifications in SEND or child development. First Aid training. Full clean driving licence.
Experience, Knowledge & Understanding	<ul style="list-style-type: none"> Strong evidence of a depth of experience in a school setting. Experience of Teaching Assistant role and effective TA practice. Experience of supporting the whole school SEND strategy. Experience of multi-disciplinary working. Knowledge of successful strategies for improving the quality of provision, learning and progress for all pupils, and particularly those with SEND and vulnerable pupils. Good knowledge of the EHCP process. Knowledge of assessment practice in relevant key stages. Good knowledge of the SEN Broad Areas for Need and the SEND Code of practice. Good knowledge/understanding of current thinking and practice in education and SEN. Sound knowledge of provision and practice across the range of curriculum subjects. A proficient level of competency in IT systems including Microsoft Office. 	<ul style="list-style-type: none"> Ability to bring experiences to the school which enrich and enhance the community. Knowledge of government inclusion agenda. Experience in the line management of other staff.
Skills & Abilities	<ul style="list-style-type: none"> Ability to work effectively as part of a proactive team as well as on your own initiative. Ability to stay calm and controlled under pressure (in the face of challenging behaviour). Ability to meet deadlines. Good organisational skills. 	<ul style="list-style-type: none"> An awareness of the factors which affect the way people learn. Ability to think creatively and contribute new ideas.

	<ul style="list-style-type: none"> • Confidence to work with a wide range of people and abilities. • Ability to promote a positive ethos and role model positive attributes. 	
Personal Qualities & Attributes	<ul style="list-style-type: none"> • A commitment to the values and vision of Maltby Learning Trust. • Ability to form and maintain appropriate relationships and personal boundaries with young people. • Ability to build effective working relationships with colleagues. • Ability to communicate effectively and concisely both in verbal and written form. 	<ul style="list-style-type: none"> • Ability to establish positive professional relationships, recognise potential, motivate and challenge staff as appropriate.
Commitment To	<ul style="list-style-type: none"> • Clear commitment to safeguarding and ensuring the wellbeing of all young people. • Commitment to personal continuous professional development and willingness to attend training courses. • Commitment to diversity and equality of opportunity in all working practices. 	
Attendance	<ul style="list-style-type: none"> • A good attendance record in current employment, (not including absences due to disability). 	

****The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***