

# GRANGE PRIMARY SCHOOL - PERSON SPECIFICATION FOR LEVEL 3 TEACHING ASSISTANT

Criteria	Essential	Measured by	Desirable	Measured by
<b>Qualification and Training</b>	<ul style="list-style-type: none"> <li>Good levels of Literacy and Numeracy (GCSE grades A - C passes or above)</li> <li>Relevant qualifications for a Level 3 Teaching Assistant Position (at least NVQ 3)</li> <li>Evidence of continuous participation in in-service development and a commitment to further professional development.</li> </ul>	<p>A</p> <p>A/R</p>	<ul style="list-style-type: none"> <li>Further professional development</li> <li>First Aid qualification</li> </ul>	<p>A/R</p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working within the Primary age range</li> <li>Working successfully and co-operating as a member of a team</li> <li>Excellent classroom management and practice</li> <li>Significant and successful experience of contributing to effective teaching and learning.</li> <li>Experience of planning and delivery of successful intervention support.</li> <li>Successful experience of whole class teaching.</li> <li>Experience of working with children with SEN</li> </ul>	<p>A/R/I</p> <p>A/R/I</p> <p>A/R/I</p> <p>A/R/I</p>	<ul style="list-style-type: none"> <li>Support across the whole Primary age range</li> <li>Experience of working within Nursery</li> <li>Teaching experience in more than one school/academy</li> <li>Experience of being a Key Worker</li> <li>Experience of planning and delivering high quality whole class teaching</li> <li>Understanding/experience of intervention programs</li> <li>Experience of working in KS1 and KS2</li> </ul>	<p>A/R</p> <p>A/R</p> <p>A</p> <p>A/R/I</p> <p>A/R/I</p>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Show knowledge and understanding of the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health &amp;</li> </ul>	<p>A/R/I</p>	<ul style="list-style-type: none"> <li>Good understanding of the needs of children with SEN.</li> <li>Had experience of assessing</li> </ul>	<p>A/R/I</p> <p>A/R/I</p>

	<p>Safety and inclusion</p> <ul style="list-style-type: none"> <li>• An excellent understanding of current theory and best practice in teaching and learning of the EYFS framework</li> <li>• Demonstrate a working knowledge of the National Curriculum expectations</li> <li>• Knowledge of how to effectively monitor, assessment, record and report on children's progress.</li> <li>• Use effective Teaching and Learning Styles to maximise achievement of all pupils</li> <li>• Establish an effective rapport with children which is based on high expectations and establish a purposeful learning environment where all pupils feel motivated, secure and confident</li> </ul>	<p>A/R/I</p> <p>A/R/I</p> <p>A/R/I</p> <p>A/R/I</p> <p>R/I</p>	and making observations of pupil progress.	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Adaptability to work across the school to support the positive progress of children from Nursery to Year 6</li> <li>• Provide guidance and support to children to enhance quality first teaching to meet the needs of children at different stages of their development</li> <li>• Ability to work as part of a team and develop sound professional relationships</li> <li>• Demonstrate high levels of professionalism</li> <li>• Effective oral and written communication skills - especially with teachers to ensure progress of children is sustained</li> <li>• Ability to form good relationships with a range of people including children and colleagues.</li> <li>• High quality ICT skills</li> </ul>	<p>R/I</p> <p>R/I</p> <p>R/I</p> <p>R/I</p> <p>A/R</p> <p>A/R</p> <p>R/I</p>		

	<ul style="list-style-type: none"> <li>• Ability to work effectively under pressure, prioritise appropriately and use own initiative</li> <li>• Ability to supervise groups of students</li> <li>• Ability to self-evaluate learning needs and actively seek learning opportunities</li> <li>• Ability to deal with sensitive information in a confidential manner.</li> <li>• Be able to inspire by being an excellent role model</li> </ul>	A/R  A/R/I		
<b>Attitudes &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• A positive interest in working with children</li> <li>• Flexibility and adaptability</li> <li>• Committed to CPD</li> <li>• An excellent attendance record</li> <li>• Self-motivating</li> <li>• Creative and enthusiastic</li> <li>• Commitment to raising standards</li> <li>• High expectations of self and others</li> <li>• Warmth, sensitivity and empathy when dealing with children and adults</li> <li>• Bring personal interests and enthusiasm into school</li> <li>• Sense of humour</li> <li>• Ability and willingness to work constructively as part of a team</li> </ul>	A/R R A//R/I A/R/I A/R/I R/I R/I  A/R/I  R/I  A/R/I		

A = Application

R = Reference

I=Interview