

Person Specification



Brampton
Primary School

Post: Senior Teaching Assistant

Responsible to: Headteacher / Governing Body

	Essential	Desirable
Achievements, Qualifications & Training	<ul style="list-style-type: none"> NVQ Level 3 or equivalent Good numeracy and literacy skills, preferably to GCSE Grade C minimum or equivalent Experience of supporting pupils with SEN Ability to effectively use ICT to support learning 	<ul style="list-style-type: none"> A first aid qualification Experience of supporting Year 6 pupils in relation to their SATs
Experience	<ul style="list-style-type: none"> Some experience working with children with SEN and/or Speech and Language delay Good understanding of school policies and procedures relating to health and safety, behaviour, attendance, equal opportunities and child protection. Good understanding of the National Curriculum and the related assessments Good understanding of child development and learning 	<ul style="list-style-type: none"> Experience using Read Write Inc. Experience of running after school sports clubs / preparing school teams for competitions
Knowledge, Aptitudes & Skills	<ul style="list-style-type: none"> The ability to communicate effectively both orally and in writing Good personal organisation e.g. time management Ability to work independently and as part of a team Ability to show initiative in a range of situations Ability to work with tact and diplomacy Ability to interact positively with pupils, parents and colleagues Some experience of planning as part of a team 	<ul style="list-style-type: none"> GOOD I.C.T skills Knowledge of one or more specific intervention programmes

	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> ▪ Confidence, warmth, sensitivity, reliability and enthusiasm ▪ Ability to communicate effectively with children and young people ▪ Good interpersonal skills 	<ul style="list-style-type: none"> ▪ Good sense of humour ▪ Commitment to learning and desire to become HLTA
Equal Opportunities	<ul style="list-style-type: none"> ▪ Commitment to equality of opportunity for all regardless of gender, disability, religion and ethnic origin. 	

Notes:

- Recruitment will focus on determining whether the candidates meet the requirements in relation to the broad categories, rather than in relation to the individual criteria that are used to illustrate them.
- The criteria may be evidenced across a broad continuum, ranging from evidence that is minimal through to evidence that is substantial and secure.
- It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate's application and any further discussion at interview.