

Holy Trinity

**Church of England Primary School**

**Headteacher: Mrs K Bolton**

**TEACHING AND LEARNING ASSISTANT**

**CRITERIA FOR SELECTION**

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|  | **Essential** | **Desirable** |
| **Relevant Experience** | * Experience of working with children or young people
 | * Experience of working with young people with Special Educational Needs
* Previous Classroom Assistant (or similar role) experience
* Experience of working with children who present with challenging behaviour
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| **Qualifications/training/ education** | * GSCE, (or equivalent) in English and Maths
* Willing to undertake Professional Development
 | * Teaching Assistant qualification at L2
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| **Skills and abilities** | * The ability to work effectively as part of a team and be a team player.
* Good interpersonal skills with the ability to relate to and motivate others.
* The ability to develop positive relationships with children, valuing their diversity, in order to enhance their learning and social development
* Ability to foster and maintain positive relationships with colleagues, professionals and families.
* The ability to communicate effectively -both verbally and in writing and to use language and other communication skills that students can understand and relate to
* The ability to respond calmly and constructively when dealing with students including those with with SEN
* Ability to manage time effectively
* The ability to seek advice and assistance to meet students’ needs
* Willingness to maintain confidentiality on all school matters
* A willingness to engage in professional development opportunities and show a strong commitment to professional development.
* Ability to provide engaging 1:1 support.
* Ability to demonstrate active listening skills
* Ability and willingness to undertake personal care of children
* Ability to deliver teaching under the direction of the teacher
* Using a variety of assessment and reporting procedures to support pupil progress.
* Organising classroom activities and preparing resources.
* Working collaboratively as part of a successful team.
* Ability to maintain a professional attitude at all times, in all situations with a solution focused approach.
* Punctual, reliable and trustworthy.
* Have a creative and innovative approach and demonstrate initiative.
* Be highly flexible and adapt quickly in times of change.
* Confident and able to challenge and accept challenge in a professional way.
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| **General and specific knowledge** | * The ability to learn and use a range of strategies to deal with classroom and individual behaviour
* An understanding of and commitment to equality of opportunity in day-to-day working practices
* The ability to work as part of a team
* Awareness of literacy and numeracy development.
* Awareness of how to meet the social, emotional and mental health needs of children
 | * Experience of using Information Technology to support students in the classroom
* An understanding or experience of Nurture provision
* To have an understanding of Special Educational Needs
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| **Commitment** | * A commitment to uphold the school’s vision, values and staff code of conduct
* A commitment to equal opportunities and assisting the school in raising achievement for all its pupils.
* A commitment to becoming familiar with and applying whole school policies, procedures and standards and be willing to implement them in a consistent manner
* A commitment to attend in-service and external training courses and to develop and update knowledge and skills as required
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| **Safeguarding** | * A commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults
* Be willing to familiarise yourself with school policies and procedures in relation to safeguarding and/or child protection
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