

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 |
| **Qualifications/training/ education** | * GSCE, (or equivalent) in English and Maths * Willing to undertake Professional Development | * Teaching Assistant qualification at L2 |
| **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. |  |
| **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 |
| **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 |  |
| **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 |  |