



## Smith's Wood Primary Academy

Post Title:	Teaching Assistant	Grade:	Band C
Responsible to:	Senior Leadership Team	LA:	Solihull

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	<ul style="list-style-type: none"> <li>NVQ Level 3 or equivalent CCLD qualification.</li> <li>Excellent numeracy and literacy skills – equivalent to GCSE A*-C grade or Level 2 in English and Maths of the National Qualifications Framework.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of sustained CPD in practice in T &amp; L and behaviour management.</li> </ul>
Skill and Abilities	<ul style="list-style-type: none"> <li>Can use ICT and other technology equipment (e.g. photocopier, video recorder) effectively.</li> <li>Awareness of the National/ Foundation Stage curriculum.</li> <li>Understanding of the principles of child development and the learning process.</li> <li>Ability to work constructively and pro-actively as an individual and as part of a team.</li> <li>Understand classroom roles and responsibilities.</li> <li>Skilled in positive behaviour management.</li> <li>Ability to assess individual pupils' learning and support their next steps in learning.</li> <li>Have the skills, personal qualities and experience to promote a positive and appropriately challenging learning environment.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to plan effective actions for pupils' at risk of underachievement.</li> <li>Ability to self-evaluate learning needs, and actively seek learning opportunities.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of working with children across the Primary phase.</li> <li>Experience of planning, delivering, assessing and recording with respect to individuals and groups under the guidance of a teacher.</li> </ul>	<ul style="list-style-type: none"> <li>Significant experience of working in an early Years setting.</li> </ul>
Aptitudes	<ul style="list-style-type: none"> <li>Sense of humour.</li> <li>Highest expectations of work and behaviour</li> <li>Good attendance record</li> <li>Work effectively as part of a team and make an active contribution.</li> <li>Excellent interpersonal and communication skills with children and adults.</li> <li>Motivate, inspire and have high expectations of pupils.</li> <li>To be flexible.</li> <li>Adopt a solution-focused approach to problem solving.</li> <li>Committed to ongoing improvement of own practice.</li> <li>Awareness of, and commitment to, equality issues and safeguarding of children.</li> <li>Ability to relate positively to children and adults.</li> <li>To be emotionally resilient, with the ability to work calmly under pressure.</li> </ul>	<ul style="list-style-type: none"> <li>To have the ability to plan for, deliver and assess small group interventions.</li> </ul>