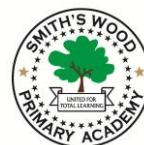


## Person Specification



The Academy has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment.

<b>Post Title</b>	Teaching assistant/ Play Practitioner/ Lunchtime support	<b>Post No</b>	
<b>Directorate</b>	People		
<b>Division</b>	Extended Services, Schools		
<b>Responsible to:</b>	Senior Leadership Team in school		

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Measured By</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>NVQ Level 3 or equivalent childcare qualification.</li> <li>Good level of numeracy and literacy eg GCSE Grade C in English and Maths or equivalent</li> </ul>	<p>Safeguarding training or willingness to engage in the process</p> <p>First Aid qualification or willingness to achieve as soon as possible..</p>	Application

<b>Skills &amp; Abilities</b>	Skilled in communicating with children, parents and with school staff	Special interests transferrable to children	Application Interview
	Able to build effective relationships with children	Able to understand generic and specific needs of children	Application Interview
	Able to be patient and tolerant in dealing with children	Able to adapt activities to suit need	Application Interview

	<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> </ul> <p>Have the skills, personal qualities and experience to promote a positive and appropriately challenging learning environment.</p>	<p>Ability to plan effective actions for pupils' at risk of underachievement.</p> <p>Ability to self-evaluate learning needs, and actively seek learning opportunities.</p> <p>To have the ability to plan for, deliver and assess small group interventions</p>	
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<b>Experience &amp; Knowledge</b>	Understanding of child development through play and learning	Relevant Health and Safety experience	Application Interview
	Ensuring the health, safety and welfare of children	Promoting the participation of children	Application Interview
	Awareness of child protection issues	Engaging in effective systems for planning, recording, monitoring and evaluating	Application Interview
	Awareness of needs of disadvantaged groups	Working with children with additional needs	Application Interview
		Knowledge and experience of Early Years curriculum	Application Interview
		How to effectively implement equality and diversity aspects	Application Interview

<b>Core Qualities</b>	<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> </ul> <p>To be emotionally resilient, with the ability to work calmly under pressure.</p>		Application interview
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<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to: <ul style="list-style-type: none"> <li>○ Equal opportunities</li> <li>○ Safeguarding of children</li> <li>○ High quality childcare provision</li> <li>○ Being reliable and efficient.</li> </ul> </li> </ul>		Application interview
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<b>Compiled/Reviewed by</b>	Sue Volante
<b>Date</b>	April 2018