

**West Riding Academy**

**Person Specification**

**Post Title:** Teaching Assistants

**Band:** Conditions: Permanent, Term Time only (plus inset days) 36 hours per week

**Salary:** £18,358 - £18,692

**Pay Range:** Band D is SCP 5 – 6, FTE £21,575 - £21,968 - 36 hours Term time plus inset days

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|  | **Essential**  | **Desirable**  | **How Assessed**  |
| **Qualifications & Experience** * Grade C or above in both English & Maths GCSE or equivalent
* Experience of supporting children with special educational needs and challenging behaviour
 |      |        |  AF  AF   |
| **Classroom experience** * Ability to make sound judgements regarding the attainment & progress of pupils
* Working in a school with children with SEND
* Knowledge of the National Curriculum and supportive strategies, accredited pathways.
* Understanding of pupil progress and outcomes
* Has experience of the development and implementation of Individual Education/ Behaviour/Support/Mentoring plans.
* Can provide positive feedback to pupils in relation to progress, achievement, behaviour and attendance.
* Able to deliver a diverse package of learning & pastoral support to pupils.
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| **Developing self and working with others** * Ability to set appropriate and challenging targets for self and others
* Ability to make and take decisions both individually part of a team.
* An understanding of when to consult or seek advice and when to be responsive to feedback
* Ability to contribute to and share information about the pupils with the teachers and team.
* Commitment to partnership between staff, parents and pupils
* Demonstrate ability to work sensitively and effectively with parents/carers as agreed.
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| **Securing Accountability** * Ability to use information and observations of pupils and teachers to inform strategies to support learning, behaviour and attendance.
* Ability to address barriers to learning, discuss relevant issues and achieve a resolution.
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#  Page **1** of **2**

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| * To demonstrate capacity to work independently or part of team with individuals or groups of children
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| **Personal Qualities and Attributes** * Excellent interpersonal skills with the ability to enthuse and motivate others
* Self-reflective
* Ability to prioritise
* Ability to work under pressure
* Dynamic, positive, creative and constructive
* Open and approachable
* Conscientious, honest and reliable
* Child centred
* Capacity to make dynamic risk assessments and remain calm in challenging circumstance.
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| **Safeguarding** * Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children
* A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults
* An understanding of and commitment to equal opportunities issues both within the work place and the community in general
* A criminal records check at and enhanced level
* Exempt from the rehabilitation of Offenders Act, 1974 (All spent convictions to be declared)
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| **Physical requirements** * No serious health problems which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments)
* Good sickness/attendance record in current/previous employment, college or school as appropriate, (not including absences resulting from disability)

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 Key: AF – Application Form I – Interview O - Observation R – Reference

This specification has been prepared in accordance with the requirements of the Council’s Equal Opportunities in Employment Policy. We undertake to make any ‘reasonable adjustments’ to a job or workplace to counteract any disadvantages a disabled person may have.

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool. Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.

#  Page **2** of **2**