



Person Specification Teaching and Learning Assistant Moorpark Junior School 2021

Essential Criteria	Desirable criteria
<p>Experience</p> <ul style="list-style-type: none"> • Clearance of an Enhanced DBS check prior to appointment • Excellent knowledge and understanding of primary pedagogy and development. • Supporting and positively impacting on children’s learning in a school under the direction of the class teacher with individuals and groups of children within the whole class. 	<ul style="list-style-type: none"> • Knowledge and experience of specific interventions for accelerating progress and attainment in reading, writing and maths.
<p>Knowledge/Skills</p> <ul style="list-style-type: none"> • Understanding of relevant policies/codes of practice. • Produce and maintain effective records of progress for children’s achievement. • Confident in a range of strategies to ensure accelerated progress for designated children. • Good understanding and modelling high expectations of core areas of learning in literacy, numeracy and science. • Well-developed interpersonal skills to be able to relate well to a wide range of people. • Work constructively as part of a team whilst being able to demonstrate initiative. • Effective use of ICT to support learning. • The primary curriculum and expected outcomes and the curriculum and expectations pre and post key stage 2. • Assessment strategies, an understanding of assessment for learning and a commitment to effective systems to enable this. 	
<p>Qualifications/Training</p> <ul style="list-style-type: none"> • Good numeracy/literacy skills. (at least C Grade GCSE or equivalent.) • Minimum NVQ or equivalent • ICT competent. 	<ul style="list-style-type: none"> • First aid • Attachment and trauma • Nurture



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- Evidence of the impact of on-going relevant training and professional development.

Behavioural Attributes

- Safeguarding and promoting the welfare of children will need to be demonstrated these will include:
 - Motivation to work with children and young people.
 - Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.
- Customer focused.
- Thorough understanding of duty of care and demonstrate a commitment to all safeguarding policies : child protection, whistle blowing, code of conduct, positive behaviour, anti-bullying, Equal opportunities, Racial Equality and Inclusion
- Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect.
- Open, honest and an active listener.
- Takes responsibility and accountability.
- Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service.
- Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations.
- Is committed to the provision and improvement of quality service provision.
- Is adaptable to change/embraces and welcomes change.
- Acts with pace and urgency being energetic, enthusiastic and decisive.
- Communicates effectively.
- Has the ability to learn from experiences and challenges.
 - Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.



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Demonstration or evidence of the points will be assessed from your application, interview, interview tasks and 2 references from your current and previous employers.

References must be received before interview and appointment.