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| EMPLOYEE SPECIFICATION When filling in the application form, please demonstrate with clear, concise examples how you meet the requirements of the post. You will be assessed in relation to the *Essential and Desirable* criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applicants for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act, we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.  *We are committed to safeguarding and promoting the welfare and safety of children and vulnerable adults and expect all staff to share this commitment. All successful candidates will be required to complete an Enhanced Disclosure and Barring Service Check.*  *We value our diverse workforce and aim to work together to make the most of our differences. We welcome applications from everyone.  Under the Disability Confident Scheme, disabled applicants, who meet the essential criteria of this job, are guaranteed an interview.* |

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| **Post Title:** SeniorTeaching Assistant Level 3 | **Directorate/School:** Heritage Park School | **Grade:** 5 |

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| **Criteria No** | **Attributes** | **Criteria** | **How Identified** | **Rank** |
| 1. | Relevant Experience | Relevant experience to the post  Experience of working with children of relevant age  Experience of working with children and young people with special educational needs and/or social, emotional and mental health difficulties  Experience of leading learning with groups of pupils | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview | Essential  Essential  Desirable  Desirable |
| 2. | Education and Training Attainments | Level 2 qualification or equivalent  Level 3 qualification  Level 4 qualification  Specific training in interventions/SEN/SEMH  Commitment to all CPD offered | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/interview | Essential  Desirable  Desirable  Desirable  Essential |
| 3. | General and Special Knowledge | Effective use of ICT and other specialist equipment/resources for teaching and progress data  Understanding of pupils with social, emotional and mental health difficulties and SEN such as autism, ADHD, dyslexia and attachment difficulties  Knowledge of interventions such as phonics, reading interventions  Knowledge of reasons that effect behaviour  Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation  Working knowledge of national/foundation stage curriculum and other relevant learning programmes/ strategies  Understanding of child development and how children learn | Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview | Essential  Desirable  Desirable  Essential  Essential  Desirable  Essential |
| 4. | Skills and Abilities | Ability to self-evaluate learning needs and actively seek learning opportunities  Ability to relate well to children and adults.  Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these  To be able to personalise learning for pupils  To develop strategies to support reluctant learners to engage and achieve  To be able to use a range of strategies to support positive behaviour  Full understanding of the range of multi-agency support  Ability to use correct English in spoken and written communication | Application form/Interview Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview  Application form/Interview | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| 5. | Additional Factors | This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment | Application form/Interview | Essential |