



ENSTONE PRIMARY SCHOOL

SELECTION CRITERIA FOR THE POSITION OF TEACHING ASSISTANT

ESSENTIAL	DESIRABLE
EXPERIENCE • Experience of working with or caring for children of primary age, either in paid employment or a voluntary capacity.	EXPERIENCE • Experience of working within a primary school, nursery or pre-school setting. • Experience of working with or supporting children with SEND or other additional needs. • Experience of supporting children's learning individually and/or in small groups.
QUALIFICATIONS AND TRAINING • GCSE Grade 4/C or above in English and mathematics, or an equivalent qualification. • Willingness to undertake training and continuing professional development relevant to the role.	QUALIFICATIONS AND TRAINING • Level 2 or above Teaching Assistant qualification (e.g. NVQ or equivalent), or relevant equivalent experience. • Relevant training relating to working with children and young people. • First aid or paediatric first aid training.
KNOWLEDGE, SKILLS AND APTITUDES • Good literacy and numeracy skills. • Appropriate ICT skills and the ability to use technology confidently in a school environment. • Knowledge and understanding of child development and the different ways in which children learn. • Ability to support pupils' learning effectively, following guidance and direction from the class teacher. • Ability to support positive behaviour and pupils' social and emotional development in accordance with school policies and expectations. • Ability to communicate effectively and build positive professional relationships with children, colleagues and parents/carers. • Ability to work constructively as part of a team and understand the different roles and responsibilities within a classroom and school. • Ability to work flexibly, use initiative appropriately and respond positively to changing needs and circumstances.	KNOWLEDGE, SKILLS AND APTITUDES • Knowledge or experience of the primary curriculum and/or Early Years Foundation Stage. • Knowledge or experience of systematic synthetic phonics and supporting early reading. • Knowledge or experience of strategies for supporting pupils with SEND or other additional needs. • Experience of using ICT to support teaching and learning.

• Ability and willingness to support pupils with a range of needs and to promote their inclusion in all aspects of school life. • Ability to reflect upon own practice, respond positively to feedback and identify opportunities for professional development.	
SAFEGUARDING AND PROFESSIONAL RESPONSIBILITIES • An appropriate understanding of safeguarding and the responsibility of all adults in school to protect children from harm. • Commitment to following the school's safeguarding and child protection policies, procedures and training requirements. • Understanding of the importance of confidentiality, professional boundaries and appropriate professional conduct when working with children and families. • Commitment to equality, diversity and inclusion and to ensuring that all pupils are able to participate fully in school life.	SAFEGUARDING AND PROFESSIONAL RESPONSIBILITIES • Previous safeguarding or child protection training.
PERSONAL QUALITIES • A warm, patient and positive approach to working with children. • Reliable, responsible and able to maintain high standards of professional conduct. • Resilient and able to remain calm and positive when responding to challenging situations. • Enthusiastic about helping children to learn, develop and achieve their potential. • Willingness to contribute positively to the ethos, values and wider life of Enstone Primary School.	PERSONAL QUALITIES • Willingness to contribute to wider school life, including clubs, enrichment activities and school events where appropriate.
Safer Recruitment The successful candidate will be expected to demonstrate their suitability to work with children and will be subject to the school's safer recruitment procedures and all appropriate pre-employment checks.	