



Norton St Nicholas CofE (VA) Primary School

Norton Road, Norton, Letchworth Garden City,
Hertfordshire SG6 1AG.



Headteacher: Mr A Brown

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Person specification/selection criteria –Teaching Assistant

A. Educational qualifications and training

Applicants should be able to demonstrate:

GCSE in English and Maths, or equivalent
A qualification in supporting children's learning or development to a reasonable level e.g. NVQ Level 2 or similar
Recent participation in relevant CPD

B. Support of Christian Ethos and Church School Knowledge and understanding

Applicants should be able to demonstrate:

Support of the aims and ethos of a church school
A commitment to the development of the Christian character of the school, its pupils and staff

C. Experience

Applicants should be able to demonstrate experience of:

Working in a school setting through either paid or voluntary work with individual and/or groups of children of primary school age
Working with groups of children and individual children in intervention programmes
Supporting children in a classroom environment, including those with special educational needs
Working effectively within teams of other employees

D. Professional knowledge, understanding, skills and abilities

Applicants should be able to demonstrate:

A knowledge and understanding of the dynamics of a primary school setting
The knowledge, understanding and skill of positively supporting children with their behaviour
A knowledge of intervention programmes and the skill to deliver these
An understanding and ability to assist the teacher and/or other professionals in devising and implementing individual teaching programmes
The ability to maintain good records
The ability to attend to the health, safety and welfare of children; including playground supervision and treatment of minor accidents and incidents

E. Personal Skills and Attributes

Applicants should be able to demonstrate:

The ability to work effectively and supportively as a member of the school team
An ability to act on own initiative
An ability to work sensitively and appropriately with children
The ability to evaluate their performance and use this to improve their effectiveness

F. Suitability to work with children

Up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people
A commitment to the protection and safeguarding of children and young people.