

ANAGH COAR PRIMARY SCHOOL
Person Specification for Level 2 ESO

SPECIFICATION	ESSENTIAL or DESIRABLE	Method of Assessment
Qualifications		
GCSE Maths & English Grades A*(9) - C (4), or Key Skills Level 2 Application of Number & Communication Awards or Functional Skills Mathematics and English at Level 2; and experience working with relevant age children/young people.	E	CV/Pre-employment checks
Teaching Assistant NVQ Level 2 or equivalent (e.g. Level 2 Certificate for Teaching Assistants, Children's Care, Learning and Development NVQ Level 2, etc); or a relevant higher level qualification.	D	CV
First Aid Training.	D	CV
Experience		
To be able to provide support to all pupils.	D	CV/Interview
To be able to attend to pupils' personal needs and provide advice to assist in their social, health & hygiene development.	D	CV/Interview
To be able to participate in comprehensive assessment of progress and attainment of pupils to inform future planning.	D	CV/Interview
To be able to assist the teacher with the planning, development and implementation of an exciting learning experience both inside and outside of the classroom.	D	CV/Interview
To be able to support provision for pupils with additional needs, demonstrating experience with SEN programmes such as Precision Teach, Numicon and Speech & Language Link.	D	CV/Interview
To be able to support children with specific emotional and behavioural needs and demonstrate an understanding of the strategies required to deal with difficult situations (e.g. using Team Teach training).	D	CV/Interview
To be able to establish productive working relationships with pupils, acting as a role model.	D	CV/Interview
To support children during transition between year groups and key stages.	D	CV/Interview
To be able to provide information and advice to enable pupils to make choices about their own learning and behaviour.	D	CV/Interview
To plan for and work with groups of children on specific learning objectives, e.g. phonics.	D	CV/Interview
To be able to provide feedback to pupils and record/evaluate progress towards specific skills.	D	CV/Interview
To support/plan for children when learning in an outdoor environment, including during playtimes.	D	CV/Interview
To assist on school trips taking responsibility for groups and supporting the organisation of the trip.	D	CV/Interview
Knowledge, Skills and Understanding		
Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation.	E	CV/Interview

Working knowledge of the National Curriculum and other relevant learning programmes.	E	CV/Interview
Understanding of principles of child development and learning processes in particular, how children learn and barriers to learning.	E	CV/Interview
Ability to plan effective actions for pupils at risk of underachieving.	E	CV/Interview
Understanding of formal and informal assessment procedures and an ability to participate in the process.	E	CV/Interview
Knowledge of programmes of work to help children who have Additional Educational Needs.	E	CV/Interview
Ability to self-evaluate learning needs and actively seek learning opportunities.	E	CV/Interview
Ability to relate well to children and adults.	E	CV/Interview
Personal Qualities		
To be warm and approachable.	E	CV/Interview
To be enthusiastic, have energy and optimism.	E	CV/Interview
The ability to form effective and supportive working relationships with pupils, colleagues, parents and carers.	E	CV/Interview
Well developed interpersonal skills, an excellent communicator with all stakeholders.	E	CV/Interview
Able to reflect critically on own practice with a commitment to professional development.	E	CV/Interview
Calm and nurturing manner with children and colleagues.	E	CV/Interview
Positive and active contributor to the life of the school.	E	CV/Interview
Other Relevant Requirements		
Isle of Man Worker	D	Application
Satisfactory Police Check.	E	Pre-employment checks