



**THE WHITE HILLS
PARK TRUST**


Personal Specification

Skills and Experience Required:

The following requirements will be assessed through either the Application Form (AF), during the Interview (I), or as part of an Assessment (AST).

Criteria	Essential	Desirable
Qualifications & Training		
HLTA status or equivalent recognised qualification	AF	
GCSEs (or equivalent) in English and Mathematics (Grade C/4 or above)	AF	
Evidence of ongoing professional development		AF
Paediatric first aid training		AF
Experience		
Significant experience working in a classroom or education setting	AF/ I	
Experience supporting whole-class teaching and leading small groups	AF/I	
Experience of working with a range of abilities, including pupils with SEN	AF/I	
Proven ability to support behaviour management strategies effectively	AF/I	
Experience contributing to planning, delivery and assessment of learning activities		AF
Experience of teaching phonics		AF
Experience of working with governors, parents, outside agencies and the wider community		AF
Experience of motivating, inspiring and developing a team		AF

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 [John Clifford Primary School](http://JohnCliffordPrimarySchool)



Experience working with pupils with complex needs or behavioural challenges	AF/I	
Knowledge and understanding		
Strong understanding of the National Curriculum and effective teaching strategies	AF/ I	
Understanding of inclusive education and supporting diverse learning needs	AF/I	
Awareness of assessment methods and tracking pupil progress	AF/I	
Knowledge of behavior management techniques and policies	AF/I	
Engaging parents/carers in their children’s learning and the work of the school	AF/I	
Clear understanding on safeguarding policy and practice	AF/I	
Familiarity with EHCPs, individual support plans and targeted intervention strategies	AF/I/AST	
Skills and Abilities		
Ability to work flexibly, teaching to a whole class, smaller group or supporting pupils one to one	AF/I	
Excellent communication and interpersonal skills with pupils, parents and staff	AF/I	
Ability to adapt your approaches to meet individual needs of the children	AF/I	
Ability to motivate, engage and inspire learners	AF/I	
Strong organisational and time-management skills	AF/I	
Personal Qualities		
Passionate about supporting children’s learning and development Patient, calm and resilient in challenging situations Flexible and adaptable Professional and reliable Ability to work collaboratively Commitment to equality, diversity and inclusion	I AF/I I I I/AST I	

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