



Person Specification: Senior Learning Assistant – Cover Supervisor

CRITERIA	ESSENTIAL	DESIRABLE	Where Measured
Knowledge	<p>Understanding and working knowledge of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc.</p> <p>Working knowledge and understanding of principles of child development, learning styles and independent learning</p> <p>Working knowledge of relevant policies/codes of practice/legislation</p> <p>Understanding of inclusion, especially within a school setting</p> <p>Experience of resources preparation to support learning programmes</p>		<p>Application Interview</p> <p>Lesson Observation</p>
Skills & abilities	<p>Ability to cover lessons for the short term absence of teaching colleagues</p> <p>Ability to work effectively within a team environment, understanding classroom roles and responsibilities</p> <p>Ability to build and maintain effective working relationships with all pupils and colleagues</p> <p>Ability to promote a positive ethos and role model positive attitudes</p> <p>Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate</p> <p>Ability to adapt own approach in accordance with pupil needs</p> <p>Effective use of ICT to support learning</p>	<p>Excellent personal numeracy and literacy skills</p>	<p>Application Interview</p> <p>Lesson Observation</p>

CRITERIA	ESSENTIAL	DESIRABLE	Where Measured
Qualifications & training	<p>Relevant experience of working with children in an educational setting (within specified age range/subject area)</p> <p>Requirement to complete DfES Teacher Assistant Induction Programme</p> <p>Willingness to participate in relevant training and development opportunities</p> <p>Training in the literacy/numeracy strategy</p> <p>Specialist subject knowledge curriculum/ resources I</p>	<p>NVQ III or equivalent in teaching assistance or relevant experience</p> <p>Training in Special Educational Needs strategies</p> <p>Willingness to undertake appointed person certificate in first aid administration</p>	<p>Application Interview Lesson Observation</p>
Professional values & practise	<p>Must be able to demonstrate all of the following:</p> <p>High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements</p> <p>Ability to build and maintain successful relationships with pupils, treat them consistency, with respect and consideration, and demonstrate concern for their development as learners</p> <p>Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work</p> <p>Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice</p> <p>Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning</p> <p>Able to improve their own practice through observations, evaluation and discussion with colleagues</p>		<p>Application Interview Lesson Observation</p>