

Newcastle Nursery Schools' Federation Higher Level Teaching Assistant

Essential

1	Experience of working with children of Early Years Foundation Stage in an effective learning environment and working collaboratively with other staff.
2	Experience of successfully implementing the Early Years Foundation Stage and other learning programmes or strategies relevant to Early Years.
3	Experience of advancing pupils' progress in a range of classroom settings, including working with individuals, small groups and whole classes, using indoor and outdoor environments
4	Experience of planning, observing and assessing children's learning.
5	Training and experience in learning and behaviour strategies linked to managing young children, including developing children's voice and following their lead.
6	NVQ 3 for Teaching Assistants/Childcare, equivalent qualifications or above.
7	Able to support children who have special educational needs and take a lead role in co-ordinating reviews of pupil's progress including liaising with other agencies as appropriate and recording information effectively.
8	Excellent written and oral communication skills.
9	Excellent ICT skills and the proven ability to use them effectively to support learning.
10	Able to motivate a team and work constructively as part of a team.
11	Able to relate well to children and adults and in particular able to establish positive relationships with children and parents.
12	Able to respond positively and effectively to unexpected problems and situations, taking a responsive approach to children's needs to help address barriers to learning and well-being.
13	Committed to achieving further professional development.
14	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours
15	No disclosure about criminal convictions or safeguarding concerns that make applicants unsuitable for this post.

Desirable

16	Specialist skills, experience or training in outdoor learning in a woodland environment, creative development, parental involvement and working with children who have English as an additional Language.
17	Higher Level Teaching Assistant status, Level 4 qualification or higher.
18	Experience of integrated working with other agencies and professionals
19	Skills, experience or training in supervising other staff

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Other (specify)	Yes - portfolio	Other (specify)	No

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)