



St Francis Catholic Primary School

Queen's Rd, Maidstone, Kent, ME16 0LB
Email: generalenquiries@stfranciscatholicprimary.com

Tel: 01622 771540 Headteacher: Mrs V Ebdon

Person Specification

Essential Criteria

Area

Criteria

Qualifications

HLTA Qualification/Status demonstrating all HLTS standards (role involves leading classes and planning)

Experience and Knowledge

Significant experience supporting pupils with diverse needs, including SEND and behavioural

Proven experience in independently planning, leading and evaluating specific intervention groups across a range of needs and purposes (SEND, higher ability, closing the gap etc.)

Proven experience of using the school's tracking and gap analysis programmes and software to address barriers to learning, close gaps and extend more able children.

Knowledge and experience of the APDR cycle (Assess, Plan, Do, Review) and its application to pupil progress

Skills and Abilities

Ability to confidently and independently effectively lead a class in the absence of a teacher, including implementing behaviour management strategies based on school policy.

Strong ability to accurately assess, record and report on pupil progress and attainment demonstrating accurate and effective record keeping and feedback.

Ability to assist with pupils' basic personal needs (e.g. feeding, dressing) and a willingness to provide intimate care following school policy.

Proven ability to work with groups and individuals to support their access to the curriculum, ensuring effective independent learning.

Ability to work effectively and efficiently as part of a team.

Personal Qualities

Demonstrate patience, flexibility and an innovative approach to supporting pupils.

Commitment to establishing positive relationships following Nurture and Trauma Informed Principled and supporting escalated children using these principles

Strong ability to be an Emotionally Available Adult and support children's mental health and self-regulation.

Desirable Criteria

Area

Experience and Training

Criteria

Prior experience in contributing to or updating provision maps

Formal training in the OPAL approach for outdoor play

Skills and Abilities

Proficiency in liaising with internal and external professionals