



Person Specification

King's Academy Binfield

Post Title:	Secondary High Level Teaching Assistant (Mosaic)
	Essential Criteria
Specific Teaching Key Skills & Abilities	<ul style="list-style-type: none"> • Demonstrate consistent and effective planning of interventions to meet students' learning needs. • Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for students. • Ability to identify clear intervention outcomes and intervention content and sequences appropriate to the subject matter and the students being taught. • Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management, so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time. • Ensure high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused intervention teaching and through positive and productive relationships. • Ability to use intervention teaching methods that keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources. • Ability to assess how well learning objectives have been achieved and use this assessment for future intervention teaching. • Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback. • Demonstrate that, as a result of your teaching, students' achieve well relative to the students' prior attainment, making good progress as good or better than similar students' nationally. • Demonstrate knowledge on how to prepare and present informative reports to parents/carers. • Demonstrate that you are an effective professional who challenges and supports all students to do their best through: <ul style="list-style-type: none"> ○ inspiring trust and confidence building team commitment ○ engaging and motivating students ○ analytical thinking ○ positive action to improve the quality of students' learning
Other required Key Skills & Abilities	<ul style="list-style-type: none"> • High standard of both written and spoken English. • The capacity to learn new skills, take initiatives and generate ideas. • Good office productivity system skills, particularly Word and Excel.

Education & Qualifications	A* - C grade in English and maths at GCSE level or equivalent. Higher level qualification in Maths or English Autism Qualification (Level 2/Autism Support Assistant or higher)
Knowledge	<ul style="list-style-type: none"> ● Understanding of excellent 'quality first' teaching, and of effective intervention strategies ● Ability to plan and evaluate interventions ● Understanding of Autism and moderate learning difficulties and associated teaching and intervention strategies ● Effective communication and interpersonal skills ● Ability to build effective working relationships ● Good record-keeping skills. ● Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in specialist subject(s).
Experience	Experience of working with young people in both 1-1 and small group situations and individuals with autism.
Personal Attributes	<ul style="list-style-type: none"> ● A team player who will support all aspects of academy life and relentlessly pursue what is best for the students. ● The ability to communicate effectively with peers, students and staff across the academy. ● The ability to remain calm and diffuse challenging situations. ● A strong commitment to the ethos of the academy. ● Reliability, honesty and a commitment to maintaining confidentiality. ● The ability to establish good working relationships with a wide range of students, staff, parents and Governors. ● An understanding and sympathy for the needs of students across different abilities, age ranges and social backgrounds. ● Ability to remain positive in challenging situations ● Ability to communicate effectively, orally and in writing ● Ability to successfully encourage students to meet the highest standards of individual achievement

	<ul style="list-style-type: none"> • The ability to handle sensitive matters with discretion and in confidence. • Ability to take personal responsibility for organising and meeting targets. • Energy and enthusiasm. • Professional and confident manner. • Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and students' learning. • A commitment to continuous development and improvement, team working and the highest possible professional standards. • Ability to work calmly and effectively under pressure. • Commitment to getting the best outcomes for pupils and promoting the ethos and values of the academy • Commitment to equal opportunities and securing very strong outcomes for pupils with SEN or a disability • Commitment to safeguarding and equality • Commitment to our 'Whatever it Takes' and 'Dare to be Remarkable' ethos
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- 2 satisfactory written references including from current/most recent employer
- A satisfactory enhanced DBS check
- Online Social Media Checks will be carried out.

June 2026