

HIGHER LEVEL TEACHING ASSISTANT PERSON SPECIFICATION

ATTRIBUTES /REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EDUCATION, QUALIFICATIONS AND VOCATIONAL TRAINING	GCSE in Maths and English or equivalent grade C or equivalent. Meet Higher Level Teaching Assistant standards or equivalent qualification or experience. NVQ level 3 minimum in supporting teaching and learning.	Other relevant qualification (e.g. Foundation Degree in Education) First Aid Qualification. HLTA status Evidence of continued professional development related to the role.	Examination of Certificates Application Form Interview
RELEVANT EXPERIENCE	A minimum of two years' experience of working with children, preferably in an education setting. Previous experience of supporting pupils with educational, medical, emotional or behavioural needs.	Previous experience of working as a HLTA. Use of ICT to support learning. Training in relevant curriculum areas.	Application Form Interview References
KNOWLEDGE AND SKILLS	Good oracy, literacy and numeracy skills. A secure understanding of and commitment to safeguarding practice in schools. Evidence of a strong commitment to inclusive practice and the development of the whole child. The ability to build strong relationships with all stakeholders including staff, children and parents.	Knowledge of national curriculum and other learning programmes. SEN/Specialist Subject Area. Experience of planning and preparation of a range of intervention strategies.	Application Form Examination of Certificates Interview References

<p>PERSONAL CHARACTERISTICS</p>	<p>High expectations of self and others. Highly reflective and the desire to continually develop as a professional. Ability to relate well to children and adults and work as part of a team. Ability to develop supportive relationships with parents/carers. Commitment to working within a child protection culture and promotion of a safeguarding culture. A calm, flexible, pleasant and sympathetic manner. Commitment to provide a high level of care and support to meet the individual needs of pupils, whether this be an educational, medical, emotional or behavioural need. Effective organisational skills.</p>	<p>Personal interests and skills which can be used to enhance a specific delivery of either a curriculum area or an activity. Commitment to working within a child protection culture and promotion of a safeguarding culture.</p>	<p>Application Form Interview References</p>
<p>CONTRA-INDICATORS</p>	<p>A satisfactory record check being undertaken by the Disclosure and Barring Service</p>		