

**Person Specification: Higher Level Teaching Assistant**

Area	Criteria		Evidence
	Essential	Desirable	
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• NNEB, NVQ 3 or CACHE level 3 or BTEC Level 3 or equivalent qualification in a relevant discipline</li> <li>• Minimum 4 subjects GCSE Grades A*- C (or equivalent) including Maths and English</li> </ul>	<ul style="list-style-type: none"> <li>• H L T A Qualification</li> <li>• First aid certificate</li> <li>• Team Teach or equivalent</li> <li>• Additional SEND training</li> </ul>	Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent experience of working within a Primary School environment</li> <li>• Recent experience of working with individuals and groups</li> <li>• Experience of working with children with general and specific learning difficulties</li> <li>• Experience of using a variety of positive behaviour management strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of adapting learning programmes for children with SEND.</li> <li>• Experience of working with children with ASD.</li> </ul>	Interview
<b>Skills, knowledge and aptitude</b>	<ul style="list-style-type: none"> <li>• Ability to relate well with children and adults</li> <li>• Working knowledge of the National Curriculum and the Early Years Foundation Stage guidance.</li> <li>• Commitment to Safeguarding Practices and Procedures</li> <li>• Demonstrate an ability to use skills, expertise and experience to work independently to support pupil learning with individual children, small groups and whole class</li> <li>• Demonstrate an understanding of the SEND code of Practice</li> <li>• Plan effective actions for SEND pupils, monitor and evaluate progress.</li> <li>• Good written and oral communication skills</li> <li>• Ability to work flexibly either on own or as part of a team</li> <li>• Enthusiasm and ability to use initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work with children across the primary age range</li> </ul>	Interview

	<ul style="list-style-type: none"> <li>• Use ICT effectively to support teaching and learning</li> <li>• Willingness to work co-operatively with a wide range of professionals</li> <li>• Willingness to undertake further appropriate training as required</li> <li>• Willingness to attend to the medical needs of individuals following appropriate training</li> </ul>		
<b>Commitment and attributes</b>	<ul style="list-style-type: none"> <li>• Commitment to our school ethos and values</li> <li>• Approachable manner, reliable, conscientious, articulate, patience and kind</li> <li>• Sensitive to the needs of vulnerable children and their parents</li> <li>• Commitment to achieve high standards and to continuing personal and professional development</li> <li>• Enthusiasm and drive</li> <li>• Calm and positive approach</li> <li>• Good health and attendance record</li> <li>• Willingness to get involved in school life</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to undertake further training as required</li> </ul>	<p style="text-align: center;">Interview</p>