

PERSON SPECIFICATION: HIGHER LEVEL TEACHING ASSISTANT

Experience & Qualification	Essential	Desirable
Hold a HLTA qualification		X
A qualification in English/ literacy and Mathematics/ numeracy, equivalent to at least level 2 (eg Grade C in Maths and English GCSE)	X	
Experience of working in an Autistic Spectrum Disorder Resourced Provision or a similar setting for students with ASD		X
Evidence of experience supporting students with SEND to progress in all aspects of the curriculum	X	
Experience of working with Hearing Impaired in all aspects of the curriculum		X
Experience of working with children with English as an additional Language, in all aspects of the curriculum		X
Experience in using to BSL level 1 or Level 2		X
Successful experience of teaching students across a broad range of the attainment spectrum	X	
Willingness and ability to obtain and/or enhance qualifications and training for development in the post (eg qualifications in Autism, SEN or EAL)	X	
Knowledge and Skills	Essential	Desirable
Demonstrates a sound understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	X	
Demonstrates an understanding of the effective planning and delivery of a balanced curriculum	x	
Demonstrate ability to plan, assess and monitor progress	x	
Has a clear vision and strong commitment to inclusion and how this can be achieved for students	X	
Has the ability and strong commitment to working in partnership with staff and parents	X	
Can set, maintain and actively promote high standards of student behaviour and be able to respond appropriately to challenging behaviour and de-escalate behaviours for positive outcomes.	X	
Able to set, implement and report on targets according to the students EHCP	X	
Able to share knowledge and support the development of other staff		x
Personal Attributes	Essential	Desirable
Ability to deal with sensitive issues in a confidential manner	X	
Empathy, flexibility, resilience and creativity, with a well-developed sense of proportion and humour	X	
Enthusiasm, commitment, hard working and a desire to make a difference	X	
Belief in the responsibility of a school to include students with a diverse range of educational needs	X	
Ability to establish positive relationships and good rapport with children, staff and parents	X	
An understanding of and commitment to Equal Opportunities and diversity, and the issues affecting social, cultural, linguistic, religious and ethnic backgrounds Commitment to equal opportunities and upholding all school policies	X	
Excellent communication and listening skills and a commitment to team work	X	

Confidence in working with standard computer packages (word processing, email and spreadsheets) and supporting students in the use of ICT	X	
Efficient and effective organisational skills and an ability to prioritise and manage own workload to meet appropriate deadlines	X	
A commitment to young people, their life chances, and being empathetic and responsive to differing needs	X	
ADDITIONAL FACTORS	ESSENTIAL	DESIRABLE
Display a knowledge of relevant legislation and guidance in relation to working with children and commitment to the protection and safeguarding of children and young people	X	
Has an understanding of Health and Safety particularly in relation to the welfare of young people	X	