**Ebchester CE Primary School**

**Higher Level Teaching Assistant - Grade 7**

**Person Specification and Criteria for Selection**

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|  CATEGORY |  ESSENTIAL |  DESIRABLE |  METHOD OF ASSESSMENT |
| **APPLICATION** | * Well-structured Durham LA application form and supporting statement indicating suitability for the post. This should include practical examples of successes
* Fully supported in reference
 |  | * Application
* Interview
* References
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| **QUALIFICATIONS** | * HLTA status
* GCSE or equivalent in English and Mathematics at grade C or above
* Relevant CPD
 | * Willingness to undertake further training
* Counselling Qualification
 | * Application
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| **KNOWLEDGE & EXPERIENCE** | * Demonstrate an ability to meet the learning and emotional needs of pupils
* Knowledge of HLTA Standards
* Demonstrate an understanding of effective questioning and effective feedback
* Knowledge of ‘Keeping Children Safe in Education’ 2020
* Experience of planning and leading small group intervention sessions
 |  | * Application
* Interview
* References
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| **SKILLS & APTITUDES** | * Able to make and maintain excellent relationships with children, parents and carers, colleagues and outside agency staff.
* Excellent communicator in both spoken and written English.
* Demonstrate the positive values, attitudes and behaviour they expect from children and young people
* Good working knowledge of all national curriculum subjects at KS2 level
* Ability to demonstrate consistently good to outstanding standards of classroom practice
* Able to plan creative and exciting learning opportunities which engage all children including those with SEND.
* Knowledge and compliance with policies and procedures relevant to child protection and health and safety.
* An understanding of and commitment to safeguarding and the welfare of children.
* Strong behaviour management skills
* A commitment to promoting inclusion, where practice and provision embraces equality and diversity for all
* Demonstrate a commitment to collaborative and cooperative working with colleagues
 | * Willingness to support extra-curricular activities
 | * Application
* Interview
* References
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| **PERSONAL ATTRIBUTES** | * Able and willing to support the Christian ethos of the school.
* Caring and sensitive to the needs of children and their parents/carers.
* Skilled and creative in the delivery of the curriculum
* Ability to work as part of a team.
* Positive and enthusiastic approach.
* Willingness to be involved in all aspects of school life.
* A good sense of humour
 | * Commitment to professional development.
 | * Application
* Interview
* References
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