



PERSON SPECIFICATION FOR POST OF: Higher Level Teaching Assistant Band 7

ST JOSEPH'S CATHOLIC PRIMARY IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE. *THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING AN ENHANCED DISCLOSURE & BARRING CHECK.*

Key to show where criteria evidenced: (R) Reference (A) Application (I) Interview

	Essential	Desirable
Application	<input type="checkbox"/> Fully supported in reference. (R) <input type="checkbox"/> Well written, structured and presented application. (A)	
Qualifications	<input type="checkbox"/> HLTA qualification or higher (A) (I)	<input type="checkbox"/> Relevant training in safeguarding children (A) <input type="checkbox"/> ELSA qualification (A)(R) <input type="checkbox"/> CCRS qualification or willingness to complete (A)
Experience	<input type="checkbox"/> Experience of working across the primary age range (A) (I) <input type="checkbox"/> Experience of planning and assessing (A) (I) <input type="checkbox"/> Experience of engaging and working effectively with primary aged children, demonstrating a positive impact. (A) (R) <input type="checkbox"/> Experience of engaging and working effectively with parents/carers, demonstrating a positive impact. (A) (R)	<input type="checkbox"/> Experience of effective communication and liaison with agencies linked to education e.g. CAMHs, SALT, Education Welfare Team (A)
Skills and abilities	<input type="checkbox"/> Excellent communication and interpersonal skills (I) (R) <input type="checkbox"/> Ability to take the lead and have effective outcomes (I) (R)(A) <input type="checkbox"/> Competence in IT and use effectively in lessons (R)(A) <input type="checkbox"/> Good organisational skills (I) (R) <input type="checkbox"/> Demonstrate the qualities needed to build positive and effective relationships with primary aged children and adults. (R) (I) <input type="checkbox"/> Ability to effectively manage children's behaviour, using positive approaches, being firm, fair and consistent. (R) (I) <input type="checkbox"/> Ability to work constructively as part of a team, understanding school roles and responsibilities and your own position within these. (I) (R) <input type="checkbox"/> Ability to support and model good practise to support staff and volunteers (R)(I)(A)	<input type="checkbox"/> Experience of developing learning areas within the classroom (A) (I)
Special Knowledge	<input type="checkbox"/> Knowledge of the range of potential barriers to learning for children (A) (I) <input type="checkbox"/> Knowledge of specific interventions to support underachievement / SEN pupils / more able (A) (I) (R) <input type="checkbox"/> Ability to plan effective lessons and deliver them to a high standard (A) (I) (R)	<input type="checkbox"/> An area of subject specialism which could support develop and enhance the curriculum <input type="checkbox"/>



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	<ul style="list-style-type: none"> <input type="checkbox"/> Ability to identify areas for development during lessons and through marking / feedback as appropriate. <input type="checkbox"/> Working knowledge of appropriate and effective teaching strategies and interventions to support children's learning (A) (R) (I) <input type="checkbox"/> Understand and support the needs of particular children presenting with special educational needs and Social Emotional mental health concerns (A) (I) (R) <input type="checkbox"/> Knowledge of how to safeguard children and recognise signs of abuse. (I) 	
Personal Attributes	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate a commitment to CPD and participation in training opportunities. (A) (R) <input type="checkbox"/> High expectations of self and others (R) (I) <input type="checkbox"/> Self- reflective, continually reflecting on own practice (I) (R) <input type="checkbox"/> Responsive to feedback, challenge and support (R) <input type="checkbox"/> Flexible and adaptable in approach (I) (R) <input type="checkbox"/> Demonstrate sensitivity, integrity and enthusiasm when working with all stakeholders (R) (I) <input type="checkbox"/> Ability to manage pressure effectively and deal with challenging situations in a calm manner (I) (R) <input type="checkbox"/> Enthusiasm for working with children and as part of a wider school team. 	<ul style="list-style-type: none"> <input type="checkbox"/> Outside interests (A) <input type="checkbox"/> Outside interests that could be utilised in school for after school club /curriculum (A)
Professional philosophy and commitment	<ul style="list-style-type: none"> <input type="checkbox"/> Commitment to promoting equal opportunities and meeting the educational, social and emotional needs of all children (A) (R) (I) <input type="checkbox"/> Commitment to the school and wanting the best for all stakeholders. <input type="checkbox"/> Commitment to support and promote the catholic ethos of the school 	