**Person Specification: Higher Level Teaching Assistant**

| Area | Criteria | | Evidence |
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| | **Essential** | **Desirable** | |
| **Qualifications and training** | • NNEB, NVQ 3 or CACHE level 3 or BTEC Level 3 or equivalent qualification in a relevant discipline<br>• Minimum 4 subjects GCSE Grades A*- C (or equivalent) including Maths and English | • HLTA Qualification<br>• First aid certificate<br>• Team Teach or equivalent<br>• Additional SEND training/SEND experience | Application form |
| **Experience** | • Recent experience of working within a Primary School environment<br>• Recent experience of working with individuals and groups<br>• Experience of working with children with autism and severe learning disabilities.<br>• Experience of using a variety of positive behaviour management strategies | • Experience of adapting learning programmes for children with SEND. | Application form<br>Interview<br>Teaching activity<br>References |
| **Skills, knowledge and aptitude** | • Ability to relate well with children and adults<br>• Working knowledge of the National Curriculum and the Early Years Foundation Stage guidance.<br>• Commitment to Safeguarding Practices and Procedures<br>• Demonstrate an ability to use skills, expertise and experience to work independently to support pupil learning with individual children, small groups and whole class<br>• Demonstrate an understanding of the SEND code of Practise<br>• Plan effective actions for SEND pupils, monitor and evaluate progress.<br>• Good written and oral communication skills<br>• Ability to work flexibly either on own or as part of a team<br>• Enthusiasm and ability to use initiative | • Ability to work with children across the primary age range<br>• Ability to support teaching assistants across school | Application form<br>Interview<br>Teaching activity<br>References |

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| | • Use ICT effectively to support teaching and learning<br>• Willingness to work co-operatively with a wide range of professionals<br>• Willingness to undertake further appropriate training as required<br>• Willingness to attend to the medical needs of individuals following appropriate training | | |
| **Commitment and attributes** | • Commitment to our school ethos and values<br>• Approachable manner, reliable, conscientious, articulate, patience and kind<br>• Sensitive to the needs of vulnerable children and their parents<br>• Commitment to achieve high standards and to continuing personal and professional development<br>• Enthusiasm and drive<br>• Calm and positive approach<br>• Good health and attendance record<br>• Willingness to get involved in school life | • Willingness to undertake further training as required | Application form<br>Interview<br>Teaching activity<br>References |