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| **PERSON SPECIFICATION: Higher Level Teaching Assistant** | | |
| **Skills, Knowledge & Understanding** | **Essential** | **Desirable** |
| Working in a school for a minimum of 3 years | Y |  |
| Training or expertise on a relevant curriculum or other learning are (e.g. ICT, maths or literacy | Y |  |
| Working with children who have specific special / EAL ? SEMH needs | Y |  |
| Knowledge of Safeguarding legislation and personal responsibilities | Y |  |
| HLTA Standards 14 to 16 | Y |  |
| Relevant policies, codes of practice and legislation including safeguarding | Y |  |
| Multi-agency working | Y |  |
| Demonstrate the HLTA standards | Y |  |
| Plan effective activities for leaners at risk of underachieving; | Y |  |
| Develop their knowledge through the evaluation of their own learning needs. | Y |  |
| Work independently; | Y |  |
| Organise, lead and motivate a team, and work well as part of it | Y |  |
| Calm under pressure and able to adapt to change quickly, emotional resilience |  | Y |
| Leading and managing other support staff |  | Y |
| Use Coaching and mentoring skills with adults and learner |  | Y |
| Demonstrate leadership and line management skills |  | Y |
| Effective Communication | Y |  |
| Good Organisational Skills | Y |  |
| Ability to use relevant technology | Y |  |
| Good health to meet the needs of this demanding role | Y |  |
| Commitment to team work | Y |  |
| Hardworking, imaginative and adaptable | Y |  |
| Respect Confidentiality | Y |  |
| Friendly & approachable | Y |  |
| Ability to remain calm under pressure | Y |  |
| Willingness to attend training sessions | Y |  |
| Empathy with young people facing barriers to their learning | Y |  |
| A commitment to helping young learners achieve, through education and learning | Y |  |
| An understanding of and a genuine commitment to Equal Opportunities, the academy’s vision and those of the trust | Y |  |
| **Qualifications** |  |  |
| GCSE A\*- C or nationally recognised level 2 qualification in Maths or equivalent. (e.g. CSE 1, O Level A – C) or prepared to pass a test prior to interview to demonstrate level 2 ability and then if appointed achieve within an agreed timescale | Y |  |
| GCSE A\* - C or nationally recognised level 2 qualification in English or relevant . (e.g CSE 1, O Level A – C) or prepared to pass a test prior to interview to demonstrate level 2 ability and then if appointed achieve within an agreed timetable | Y |  |
| HLTA Status or equivalent | Y |  |
| Other relevant qualifications: e.g. Foundation Degree in Education, NVQ in supporting Teaching and Learning |  | Y |
| Trauma informed School Approach experience and/or qualification |  | Y |