



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

Post Title: EAL (English as an Additional Language) Higher Level Teaching Assistant

	Essential	Desirable
Qualifications and Abilities	<ul style="list-style-type: none"> • Good written and spoken English and numeracy skills – GCSE Grade A* - C or equivalent • Ability to play a significant role in supporting EAL learners in a secondary school context • Meet Higher Level Teaching Assistant standards or equivalent qualification or experience 	<ul style="list-style-type: none"> • A good degree • HLTA accreditation or clear intention to gain this qualification INSET/CPD in relevant • Understanding of pedagogy relating to teaching of ESOL or EAL, developing literacy skills, reading remediation etc.
Experience	<ul style="list-style-type: none"> • Subject knowledge and experience of EAL Teaching, IGCSE/ ‘Step Up to English’ or other courses suitable for students with EAL needs • Recent relevant experience in supporting students with EAL needs in a mainstream setting • Recent and relevant experience in the delivery of EAL interventions i.e. reading and spelling intervention programmes • Proven track record of working collaboratively with other professionals (e.g. teaching staff, LSAs outside agencies etc.) to deliver high quality teaching and support to new arrivals and EAL students • Knowledge of how to assess students who are new arrivals, mid-phase arrivals with EAL needs • Experience of working with colleagues in school to create suitable resources for EAL students 	<ul style="list-style-type: none"> • Experience in working with EAL students across KS3 and KS4 • Experience in creating and delivering differentiated learning programs and resources to individuals, small groups or within whole class setting • Experience in supporting / mentoring other teams of TA's who support EAL learners
Knowledge and Skills	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Excellent organisational skills and ability to meet deadlines 	<ul style="list-style-type: none"> • Able to support the learning of English in EAL Learners across the curriculum (all curriculum subjects)

	<ul style="list-style-type: none"> • Good understanding of reading and spelling intervention programmes • Good understanding of child development and learning processes • Effective use of ICT to support learning • Willingness to be involved in extra-curricular activities • Ability to work effectively and cooperatively in a team • Ability to build and form positive working relationships with students, parents/carers and colleagues • Ability to work on own initiative and to prioritise between conflicting demands • Ability to establish and maintain firm and consistent boundaries • Sound understanding of emotional / social difficulties and other barriers to learning faced by some students • Creativity and imagination – ability to adapt to the needs of students who are new arrivals and/ or with EAL, • Constantly improve own practice/knowledge through self-evaluation and learning from others 	
Equal Opportunities	<ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Experience of working in a multi-cultural environment • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	
Child Protection	<ul style="list-style-type: none"> • A commitment to safeguarding and promoting the welfare of children and young people 	
Disposition	<ul style="list-style-type: none"> • Interested in children as individuals and how they learn • Belief in the importance of team work and a collaborative approach when supporting EAL students • To display a warm and approachable demeanour • A flexible approach and sense of humour • Empathetic and sensitive to differing viewpoints • To display a professional manner in various contexts • To be positive and constructive • To be resilient and assertive 	

****Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs**

*****Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.**