

Person Specification

Post Title	Higher Level Teaching Assistant	Grade/Scale	6
School, Section	Trinity School	Date of Person Specification	June 2021

Attributes	Minimum Criteria (Amend/Delete as appropriate)	Method of Assessment (Delete as appropriate)	Desirable Criteria (Amend/Delete as appropriate)	Method of Assessment (Amend/Delete as appropriate)
Experience and Knowledge	<ul style="list-style-type: none"> Recent successful experience of teaching a whole class under guidance A minimum of two academic years of experience of specifically working with ASC, SLD and/or PMLD pupils consistently delivering and working within TEACCH structure/PMLD pedagogy to an outstanding level A good working knowledge of current target-setting and assessment practise associated with EHC plans and their purpose in supporting pupil progress A good working knowledge of the School's Behaviour Policy and processes to follow relating to supporting pupils with complex and challenging behaviour 	Application Test Interview	<ul style="list-style-type: none"> Prior recent successful experience of Instructing or Cover Supervisory work at Trinity School Experience of directing, leading and motivating a class team 	Application Test Interview
Education, Training And Qualifications	<ul style="list-style-type: none"> To hold relevant qualifications equivalent to at least Level 3 (preferably in Teaching Assistant, Teaching and Learning or a relevant field) or a suitable level of specific experience Literacy and numeracy skills equivalent to at least Basic Skills Level 2 in English and Maths Willingness to attend other appropriate training to successfully fulfil the requirements of this post 	Application Test Interview	<ul style="list-style-type: none"> To have completed or be willing to carry out a Level 3 Qualification and a Level 4 Certificate in Education 	Application Test Interview

Trinity School

Safeguarding	<ul style="list-style-type: none"> • A good working knowledge of the School's safeguarding policies and procedures • Ability to take overall responsibility for the safeguarding and health & safety of pupils when the Class Teacher is not present 	Application Test Interview		Application Test Interview
English Language Requirement	<ul style="list-style-type: none"> • Literacy skills equivalent to at least Basic Skills Level 2 in English. • Ability to communicate to an excellent standard - verbally, in writing and via ICT 	Application Test Interview		Application Test Interview
Relationships	<ul style="list-style-type: none"> • The ability to develop good collaborative working relationships with colleagues, parents/carers and other professionals • Excellent communication and interpersonal skills that will support the joint leading of a class • Ability to effectively communicate with pupils • Demonstration of commitment to collaborative and co-operative working 	Application Test Interview		Application Test Interview
Equalities and Diversity	<ul style="list-style-type: none"> • Clear commitment to equality, diversity and inclusion. • Good working knowledge of the School's Equal Opportunities Policy. 	Application Test Interview		Application Test Interview
Skills	<ul style="list-style-type: none"> • a proven good track record in supporting complex behaviours associated with autism, SLD and/or PMLD. • ability to plan and prepare effective activities and lessons to encourage learning and progression • ability to complete the paperwork required to support planning, preparation and other tasks either in writing or using ICT. • ability to work independently • ability to remain calm under pressure • ability to reflect and improve own knowledge and practice through advice and feedback • High expectations of being able to support pupils to reach their objectives and to fulfil their potential • Good ICT skills 	Application Test Interview		Application Test Interview

Management, e.g. People, Finance and Skills	<ul style="list-style-type: none">Ability to successfully direct, lead and motivate a small team of Teaching Assistants	Application Test Interview		Application Test Interview
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Please note, if you are disabled or have an impairment it will only be necessary to meet the essential criteria for shortlisting purposes