

PERSON SPECIFICATION

Higher Level Teaching Assistant: EAL



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Recognised Bachelor's degree Good pass in GCSE Maths and English 	<ul style="list-style-type: none"> Qualification in EAL Qualification relating to the role of HLTA
Knowledge and Experience	<ul style="list-style-type: none"> Experience in teaching new arrivals with EAL in a secondary context Experience of planning, resourcing and teaching intervention groups for students with EAL Experience of supporting students with EAL in mainstream classrooms Knowledge of the barriers that can prevent students from making expected progress 	<ul style="list-style-type: none"> Spoken fluency in a community language Knowledge of the various needs that students with EAL experience in mainstream school Knowledge and experience of teaching students with EAL combined with other complex needs such as illiteracy, SEN, challenging behaviour or more able Experience of supporting teachers in mainstream classrooms Experience of delivering parts of a lesson in mainstream classrooms Experience in providing training to colleagues
Personal	<ul style="list-style-type: none"> Ability to work with and manage students requiring support with EAL who may also have additional needs High cultural intellect with an understanding of and sensitivity to cultural differences Enjoy working and communicate well with students Dedicated to safeguarding and promoting the welfare of children. Hardworking, flexible, enthusiastic and motivated. Team player and excellent interpersonal skills. Good verbal communication skills including ability to communicate effectively with teachers, carers and parents. Able to take the initiative. Confidentiality and sensitivity. 	<ul style="list-style-type: none"> Ability communicate with parents in a community language Good IT skills.
Other	<ul style="list-style-type: none"> Willingness and ability to undertake lunchtime and break time duties 	