



# Parrenthorn High School

**Respect Aspire Believe Achieve**

## PERSON SPECIFICATION

### Teaching Assistant (Level 4 - HLTA)

with responsibility for Social Communication and Interaction

ASSESSMENT METHOD	SHORT-LISTING CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications/ Training</b>			
<b>Application/Interview</b>	HLTA qualified or equivalent (foundation degree)		*
<b>Application/Interview</b>	Level 3 qualification in learning support and is working towards completing a HLTA qualification. (This must be completed within 12 months of appointment.)	*	
<b>Application/Interview</b>	Training in the relevant strategies eg literacy	*	
<b>Application/Interview</b>	Specialist skills / training in curriculum or learning area with an emphasis on ASD	*	
<b>Skills</b>			
<b>Application/Interview</b>	Ability to work effectively within a team environment, understand classroom roles and responsibilities	*	
<b>Application/Interview</b>	Ability to organise, manage and motivate a team	*	
<b>Application/Interview</b>	Ability to promote a positive ethos and positive role model attributes	*	
<b>Application/Interview</b>	Ability to build effective working relationships with all pupils and colleagues	*	
<b>Application/Interview</b>	Ability to adapt own approach in accordance with pupil needs	*	

<b>Application/Interview</b>	Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate	*	
<b>Application/Interview</b>	Excellent numeracy and literacy skills equivalent to NVQ 2 in English and Maths	*	
<b>KNOWLEDGE / EXPERIENCE</b>			
<b>Application/Interview</b>	Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies.	*	
<b>Application/Interview</b>	Minimum 4 year's experience of working with children in an educational setting within specified age range/ subject area	*	
<b>Application/Interview</b>	Good understanding of principles of child development. Learning styles and independent learning. There must be a clear focus on social communication and interaction.	*	
<b>Application/Interview</b>	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation	*	
<b>Application/Interview</b>	Understanding of statutory frameworks relating to teaching	*	
<b>Application/Interview</b>	Experience of resources preparation to support learning programmes	*	
<b>Application/Interview</b>	Can use ICT effectively to support learning	*	
<b>PROFESSIONAL VALUES AND PRACTICE</b>			
<b>Application/Interview</b>	High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	*	
<b>Application/Interview</b>	Ability to build and maintain successful relationships with pupils, treat them consistently with respect and consideration and demonstrate concern for their development as learners.	*	
<b>Application/Interview</b>	Demonstrate and promote positive value, attitudes and behaviour they expect from the pupils with whom they work.	*	

<b>Application/Interview</b>	Able to improve their own practice through observations, evaluation and discussion with colleagues.	*	
<b>Application/Interview</b>	Ability to work collaboratively with colleagues and carry out the role effectively knowing when to seek help and advice	*	
<b>Application/Interview</b>	Ability to liaise sensitively and effectively with parents and carers, recognising role in pupil's learning	*	
<b>Application/Interview</b>	Willingness to participate in relevant training and development opportunities	*	
<b>Application/Interview</b>	Able to follow all safeguarding procedures effectively, understanding all staff have safeguarding responsibilities and expectations.	*	