



# St Bartholomew's CE Multi Academy Trust



## PERSON SPECIFICATION – Higher Level Teaching Assistant

| FACTORS          | ESSENTIAL   | DESIRABLE  | How Identified  |
|------------------|---|--|---|
| Qualifications   | NVQ Level 3 for Teaching Assistant or equivalent<br>5+ GCSE at (c plus) or equivalent, including maths, English and a Science   | Evidence of professional development relating to teaching and learning.<br>First Aid training  | Application Form<br>Interview Selection Process<br>Production of Certificates |
| Training         | Appropriate recent professional training<br>Safeguarding training   | Attendance on courses related to behaviour management, gifted and talented children, SEND children   | Application Form<br>Interview Selection Process<br>Production of Certificates |
| Experience       | Experience with working with Early Years, KS1 and KS2 settings<br>Successful experience delivering teaching and learning for a minimum of one year<br>Successful experience of working with more able or children of additional needs.  | Working with or caring for children of relevant age groups<br>Experience of residential visits<br>Successful experience of working with more able children and children with additional needs  | Application Form<br>References<br>Interview Selection process                 |
| Knowledge/Skills | Proven effective higher level teaching assistant who supports children in making good progress<br>Uses initiative<br>Ability to lead interventions under the direction of the class teacher<br>Understanding of targeting and supporting children to raise standards.<br>Aware of effective strategies to support behaviour management<br>Child-centred ethos | Effective use of ICT to support learning<br>Understanding of relevant policies/codes of practice<br>Ability to self-evaluate learning needs and seek learning opportunities<br>Knowledge and understanding of the Primary curriculum<br>Excellent behaviour management | Application Form<br>References<br>Interview Selection process                 |



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|--------------------|---|--|--|
| Personal Qualities | Good communication skills<br>Ability to work under the direction of the class teacher/SLT<br>Well organised<br>Child centred<br>Enthusiastic team approach<br>Ability to relate to a wide range of people – children and adults<br>Ability to set targets, meet deadlines and to work under pressure<br>Ability to promote the child centred ethos within the schools.<br>Maintain Confidentiality<br>Ability to use initiative | Positive outlook<br>Sense of humour<br>Ability to work on own initiative | Application Form<br>Interview Selection Process<br>Interview |
| Other Conditions   | Compliance with no smoking policy<br>Commitment to equal opportunities<br>Ability to contribute to extra-curricular activities<br>Interests other than education  |  | Application and interview                                    |