

Person Specification: Higher Level Teaching Assistant

April 2024

Attributes	Essential	Desirable
<p>Experience (Relevant work and other experience)</p>	<ul style="list-style-type: none"> • Experience of working with children with special education needs in a secondary mainstream or specialist setting. • Understanding of the SEND code of Practice and Quality First Teaching. • Experience in preparing and delivering interventions with clear aims, content and outcomes. • Experience of preparing resources for students with SEND • Knowledge of a range of strategies to promote positive behaviour. • Understanding of Child Protection and Health and Safety Regulations. • Awareness of confidentiality issues linked to home/student/teacher/school work. 	<ul style="list-style-type: none"> • First Aid Qualification. • Experience of using technology to support learning e.g. Google Classroom
<p>Education & Qualifications</p>	<ul style="list-style-type: none"> • Relevant qualification to NVQ Level 3 or above and GCSE Grade C or equivalent in Maths and English. • Evidence of further study above GCSE level. 	
<p>Training</p>	<ul style="list-style-type: none"> • Willingness to undertake training and professional development in SEND in order to support students. 	<ul style="list-style-type: none"> •
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Ability to work effectively as a member of a team. • Understanding of restorative practices and ability to resolve conflict using these strategies. • Good, clear communication skills, oral and written. • Ability to motivate, engage and relate to children and young people with SEND. • Highly motivated; ability to work with minimum supervision. • Excellent interpersonal skills. • Ability to stay calm under pressure. • Eye for detail and committed to accuracy. • Ability to keep to procedures. 	<ul style="list-style-type: none"> • Confident to liaise with a range of stakeholders, including external professionals and parents • Meticulous attention to detail. • Awareness of data protection. • Ability to follow written procedures.

Personal qualities	<ul style="list-style-type: none">• Commitment to the ethos and aims of the school.• Excellent work ethic.• Patient and conscientious.• Excellent attendance and punctuality.• Outstanding role model for students.• Willingness to 'go the extra mile' in order to secure the best outcomes for students.	
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