



Person Specification: Higher Level Teaching Assistant

	Essential	Desirable	Evidence
Catholic ethos	<ul style="list-style-type: none"> ▪ Have knowledge and understanding of Christian faith. ▪ Be comfortable working in a Catholic School. ▪ Contribute to the overall ethos of the school. 	<ul style="list-style-type: none"> ▪ Be a practising Catholic. 	References Interview Application
Personal qualities	<ul style="list-style-type: none"> ▪ Good basic education to GCSE level in literacy and numeracy, or the equivalent (Grade C or 4) ▪ Contribute to a range of teaching, learning and pastoral activities. ▪ Meet HLTA standards or equivalent qualification or experience. ▪ Plan, monitor and assess. ▪ Take responsibility, with minimum supervision, for delivering work programmes over an extended period to groups of children with complex needs. ▪ Demonstrate good communication skills both written and spoken. ▪ Demonstrate good ICT skills to support learning. ▪ Work independently and as part of a team. ▪ Calm under pressure. ▪ Maintains confidentiality. ▪ Enthusiastic. ▪ Ability to adapt to changing circumstances and needs. ▪ A passion for promoting purposeful learning. ▪ Shows initiative. ▪ Ability to build a good rapport with children, parents, staff and other professionals. ▪ An understanding of the curriculum accessible to all learnings including SEND, G&T and EAL. 	<ul style="list-style-type: none"> ▪ A range of higher qualifications in other GCSE subjects. ▪ Knowledge of Arbor. 	References Interview Application
Experience	<ul style="list-style-type: none"> ▪ Knowledge and understanding of the needs of young children; child development and the ways in which children learn; the roles played by various adults in a child's education; behaviour management strategies. 	<ul style="list-style-type: none"> ▪ Experience working with children with specific social and emotional needs. ▪ Willingness to participate in INSET days and attend courses for their own professional development. 	References Interview Application

I can do all things with the help of God who strengthens me
Philippians (4:13)

	<ul style="list-style-type: none"> ▪ Have awareness of policies and procedures relating to child protection, health and safety, equal opportunities, confidentiality and safeguarding. ▪ A minimum of two years' experience of working with children preferably in an education setting. ▪ Evidence of specialism in specific curriculum areas or areas of particular learning difficulty. 	<ul style="list-style-type: none"> ▪ Have the ability to work effectively and network with a wide variety of support services. ▪ Knowledge of issues related to disadvantaged sections of the community. ▪ Knowledge of working with VI students. ▪ Knowledge of paediatric basic life support. 	
General	<ul style="list-style-type: none"> ▪ Be able to work with students requiring defibrillator support. ▪ Be aware of SEN Code of Practice and overview of this. ▪ Excellent punctuality and attendance. Willingness for flexibility. ▪ Actively participate in performance management and oversee others as directed. ▪ Attend school Saturday Open Morning. 	<ul style="list-style-type: none"> ▪ Other training and experience of specialist support. ▪ Detailed knowledge of specifics relating to role. ▪ Willingness to work outside of directed hours where required e.g. Parents Evening. ▪ Previous experience of performance management and positive outcomes. 	

I can do all things with the help of God who strengthens me
Philippians (4:13)