

PERSON SPECIFICATION: HIGHER LEVEL TEACHING ASSISTANT

Information for candidates:

The person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. You should match your own skills, experience and abilities to those listed below. The interview questions will relate to these.

Criteria	Essential
Qualifications / Training	GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths
Experience	- Experience working in a school environment or other educational setting - Experience working with children / young people with additional needs, especially those with a diagnosis of Autism and/or a significant level of Developmental Language disorder - Experience planning and delivering learning activities - Experience of planning and leading teaching and learning activities (under supervision)
Skills and knowledge	- Good literacy and numeracy skills - Good organisational skills - Ability to build effective working relationships with pupils and adults, maintaining and repairing them when necessary and proactively supporting other staff to develop their skill set - Skills and expertise in understanding the needs of Westfield pupils - Knowledge of how to help adapt and deliver support to meet individual needs - Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils - Excellent verbal communication skills - Active listening skills - The ability to remain calm in stressful situations - Knowledge of guidance and requirements around safeguarding children - Good ICT skills, particularly using ICT to support learning - Understanding of roles and responsibilities within the classroom and whole school context - Understanding of effective teaching methods - Knowledge of how to successfully lead learning activities for a group or class of children - Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support - Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice
Personal qualities	- Enjoyment of working with children - A high degree of resilience and a commitment to maintain their own health and fitness in order to be fully effective at work.

Personal qualities cont.	• A high degree of professional curiosity and engagement in problem solving to support children effectively • Sensitivity and understanding, to help build good relationships with pupils • A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school • Commitment to maintaining confidentiality at all times • Commitment to safeguarding pupil's wellbeing and equality • Resilient, positive, forward looking and enthusiastic about making a difference • Capacity to inspire, motivate and challenge children and young people
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Notes:

This job description may be amended at any time in consultation with the postholder.

Headteacher/line manager's signature:

Date:

Postholder's signature:

Date:
