



## Westbury on Trym CE Academy



### PERSON SPECIFICATION

**JOB TITLE:** HIGHER LEVEL TEACHING ASSISTANT

**BRISTOL GRADE:** 9

ESSENTIAL (Must have)	DESIRABLE (Should have)	ADVANTAGEOUS (Could have)
<p><b>Knowledge &amp; Experience</b></p> <p>At least 4 years experience of working effectively in a learning / child care setting.</p> <p>GCSE grade C in English &amp; Maths or equivalent and NVQ level 3 in a relevant field</p> <p>Sufficient understanding of specialist area (specify) to support pupils' learning.</p> <p>Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and carers from a variety of ages, abilities and backgrounds.</p> <p>Demonstrable understanding of the aims, content, teaching strategies and intended outcomes of lessons and teaching programmes.</p> <p>At least 4 years experience of applying the regulations applicable to Health &amp; Safety, Hygiene, Child Welfare &amp; Protection</p> <p>Capability to time manage own and other staff's work.</p> <p>Demonstrable understanding of the factors that can affect the way pupils learn.</p> <p>Demonstrable awareness of a range of methods to establish to establish a purposeful learning environment and to promote good behaviour by pupils.</p>	<p><b>Knowledge &amp; Experience</b></p> <p>Hold GCSE Grade C or above [or equivalent] in at least three other academic subjects</p> <p>Awarded HLTA status.</p> <p>Understanding of how different children develop and learn and the experience to identify and apply appropriate processes to achieve progression</p> <p>Understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment</p> <p>Experience of effective supervision of the work of colleagues to achieve defined outcomes</p> <p>Qualified first aid certificate.</p> <p>Capability to understand and apply relevant aspects of the National Curriculum to their field of work.</p> <p><b>Abilities &amp; Aptitudes</b></p> <p>Demonstrable commitment to raising the standards of educational achievement of all pupils, respecting their social, cultural, linguistic, religious and ethnic backgrounds.</p> <p>Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and</p>	<p><b>Knowledge &amp; Experience</b></p> <p>Previous, varied experience of working with children in a range of educational settings (e.g. Care, Development or School).</p> <p>Specialism in music.</p> <p>NNEB / City &amp; Guilds qualifications</p> <p>Experience of working in a setting subject to Health &amp; Safety, Hygiene, Child Welfare &amp; Protection regulations</p> <p>The capability to develop and promote school procedures and policies to maintain an updated capacity for the organisation to adapt to changes</p> <p><b>Abilities &amp; Aptitudes</b></p> <p>Ability to plan, review and carry out duties without supervision</p> <p>Ability to communicate in a language other than English</p>

<p><b>Abilities &amp; Aptitudes</b></p> <p>Ability to demonstrate sufficient knowledge, expertise and awareness of the pupils' curriculum to work effectively with teachers as part of a professional team.</p> <p>Ability to demonstrate how to use skills, expertise and experience to advance pupils' learning.</p> <p>Demonstrable skills in planning, monitoring, assessment and class management.</p>	<p>consideration, and are concerned for their development as learners</p>	
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### **SPECIAL CONDITIONS**

The job involves working with children and will be subject to relevant safeguarding request including DBS checks. Where the job involves working within early years services at any time it will be offered/the employee is required to confirm that they are not disqualified from working within early years services by association.

**Date:** November 2022