

**PERSON SPECIFICATION**

**HIGHER LEVEL TEACHING ASSISTANT (LEVEL FOUR)**

<b><u>ASSESSMENT METHOD</u></b>	<b><u>SHORT-LISTING CRITERIA</u></b>	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>
	<b>QUALIFICATIONS/TRAINING</b>		
APPLICATION FORM /INTERVIEW	Meet Higher Level Teaching Assistant Standards/hold HLTA status or equivalent.	√	
APPLICATION FORM / INTERVIEW	Training in the relevant strategies to support students' wellbeing and progress.	√	
APPLICATION FORM / INTERVIEW	Specialist skills/training in curriculum or learning area.	√	
APPLICATION FORM / INTERVIEW	Training/experience in the development of care plans.		√
	<b>SKILLS</b>		
APPLICATION FORM /INTERVIEW	Ability to work effectively within a team environment, understanding classroom roles and responsibilities	√	
APPLICATION FORM / INTERVIEW	Ability to promote a positive ethos and role model positive attributes	√	
APPLICATION FORM /INTERVIEW	Ability to build effective working relationships with all pupils and colleagues	√	
APPLICATION FORM / INTERVIEW	Ability to adapt own approach in accordance with students' needs	√	
APPLICATION FORM /INTERVIEW	Ability to work with children at all levels regardless of specific individual need.	√	
APPLICATION FORM /INTERVIEW	Excellent numeracy and literacy skills equivalent to NVQ 2 in English and Maths	√	
APPLICATION FORM / INTERVIEW	Abillity to organise, lead and motivate a team of staff	√	

	<b>KNOWLEDGE / EXPERIENCE</b>		
APPLICATION FORM /INTERVIEW	Working knowledge and experience of implementing identified curriculum and other relevant learning programmes/strategies.	✓	
APPLICATION FORM /INTERVIEW	Experience of working as part of a multi agency approach to ensure students' needs are met.		✓
APPLICATION FORM / INTERVIEW	Minimum 4 years' experience of working with children in an educational setting within specified age range/subject area.		✓
APPLICATION FORM / INTERVIEW	Good understanding of principles of child development, learning styles and independent learning	✓	
APPLICATION FORM / INTERVIEW	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation	✓	
APPLICATION FORM /INTERVIEW	Understanding of statutory frameworks relating to teaching and supporting students with additional needs.	✓	
APPLICATION FORM / INTERVIEW	Experience of resources preparation to support learning programmes	✓	
APPLICATION FORM / INTERVIEW	Can use ICT effectively to support learning	✓	
	<b>PROFESSIONAL VALUES AND PRACTICE</b>		
APPLICATION FORM /INTERVIEW	High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements	✓	
APPLICATION FORM /INTERVIEW	Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners	✓	
APPLICATION FORM /INTERVIEW	Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work	✓	
APPLICATION FORM /INTERVIEW	Able to improve their own practice through observations, evaluation and discussion with colleagues	✓	
APPLICATION FORM /INTERVIEW	Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice	✓	

APPLICATION FORM /INTERVIEW	Ability to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning	√	
APPLICATION FORM /INTERVIEW	Willingness to participate in relevant training and development opportunities	√	

Employees of Bury Council have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.