

# Person Specification

## Higher Level Teaching Assistant

Criteria	Essential	Desirable
<b>Qualifications</b>		
Relevant NVQ Level 3 or equivalent	x	
Level 2 qualification or equivalent in English & Mathematics	x	
Appropriate first aid training		x
<b>Experience</b>		
Appropriate experience working with young people in an education setting	x	
Experience of delivering evidence-based interventions that accelerate learning	x	
<b>Knowledge and Skills</b>		
Knowledge of behaviour management techniques	x	
Good understanding of young people's development and learning processes	x	
Using expertise to plan sequences of learning to support student progress	x	
An understanding that young people have differing needs and knowledge of inclusive practice	x	
Good written and verbal communication skills	X	
Demonstrate IT skills and ability to use them as part of learning process, or the ability to develop IT skills in a reasonable time-frame	X	
Emotional resilience in working with challenging behaviours and attitudes	X	

Ability to gain respect from young people to maintain discipline	X	
Ability to demonstrate a range of behaviour management strategies	X	
Confidentiality	x	
Knowledge of Child Protection policies and procedures		x
Knowledge of Health and Safety legislation		x
<b>Personal Qualities</b>		
Good interpersonal skills	X	
Ability to work successfully in a team	X	
Able to exercise reflective judgement	X	
Able to work flexibly	X	
Creativity	x	
<b>Other Requirements</b>		