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| **Archbishop Benson Primary School*****Motto: Fun & Learning, Hand in Hand*** | http://image.shutterstock.com/display_pic_with_logo/818227/104023823/stock-vector-fun-learning-104023823.jpg | http://cliparts.co/cliparts/pi7/r9G/pi7r9GXbT.jpg |

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| **Person Specification for Higher Level Teaching Assistant (Inclusion)** |
|  | **Essential**  | **Desirable** | **Recruiting method** |
| **Education and Training** | NVQ level 3 or equivalent plus appropriate experience.+Good levels of literacy and numeracy(GCSE English & Maths grades A-C or equivalent)HLTA status which requires the possession of Literacy and Numeracy at Level 2 or higher or willingness to undertake HLTA training subject to professional recommendation by line manager/senior leaderMinimum of 2 years effective experience as a teaching assistant, within the last 5 years | Have undertaken TIS-practitioner training Have undertaken autism-awareness trainingHave undertaken dyslexia-awareness trainingHave taken Speech and Language trainingWillingness to undertake further professional training as appropriate (e.g. Dyslexia Friendly Schools) | Application Evidence brought to interview e.g. successful appraisal report, positive lesson observation feedback |
| **Skills and Experience** | A good working knowledge & understanding of the national curriculumAbility to undertake a range of directed teaching activities with confidence, working effectively with individual pupils and groups of pupilsExperience of applying effective skills & strategies to empower staff and parents to support, nurture and teach vulnerable pupilsAbility to contribute to monitoring and assessment of pupil progressProven commitment to and impact on raising standardsExcellent organisational & time management skillsExcellent communication & interpersonal skillsAbility to prioritise between different demandsAbility to take responsibility & work with autonomy within set boundariesAbility to work collaboratively & effectively within a team | Knowledge of how ICT is used to support pupils’ learning and the ability to use ICT effectively in a classroom setting Experience of supervising others effectivelyEYFS knowledge | Application/Interview/Assessment |

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| **Specialist Knowledge and Skills** | Specialist skills and knowledge relating to pastoral support & pupil inclusionKnowledge of a particular area of the curriculum or children’s needs (e.g. , autism, dyslexia, mental health)Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young peopleDemonstrates an awareness, understanding and commitment to equal opportunities  | Experience of relationship –building work with children based on the ability to naturally “attune and affirm” with their needsA willingness to learn and continue to strive for excellenceCurrent safeguarding trainingCurrent First Aid training | Application/Interview/Assessment  |
| **Behaviours and Values** | Commitment to the school’s Christian ethos & values An interest in education A natural empathy with children and adultsTakes personal responsibility for own work, own environment and own development.Proven commitment to the principles of inclusion Commitment to the wider life of the school & the school’s role in the wider community | Interest in supporting an enriched curriculum through out-of-hours learning, educational visits and other school events & activities | Application/Interview/Assessment  |
| **Qualities** | A caring approach to working with children, parents, colleagues and the wider communityHighest standards of confidentiality & professional discretionEnthusiasm and energyFlexibility and adaptabilityReliability & sense of initiativeGood sense of humour |  |  |