



### HELSEBY HIGH SCHOOL

#### Person Specification: Teaching Assistant

GRADE: 5

JOB REF: AAAE5052

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Very good numeracy and literacy skills.</li> </ul>	<ul style="list-style-type: none"> <li>Further commitment to development and training opportunities.</li> <li>NVQ3 for Teaching Assistant or equivalent qualifications.</li> <li>Qualifications/Training in Dyslexia, ADHD or other relevant strategies.</li> <li>NVQ2 for Teaching Assistant or equivalent qualifications</li> </ul>	Application form. References.
<b>Experience</b>	<ul style="list-style-type: none"> <li>Supporting and encouraging students with a wide range of needs.</li> <li>Working as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>Working with Key Stage 3 and 4 students.</li> <li>Experience of working with numeracy, literacy and intervention programmes</li> </ul>	Application form. Interview. References.
<b>Job related Knowledge</b>	<ul style="list-style-type: none"> <li>Understanding of child development and potential barriers to learning.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to self-evaluate learning needs and actively seek learning opportunities.</li> <li>Knowledge of national curriculum and other relevant learning strategies.</li> </ul>	Application form. Interview. References.
<b>Skills and Aptitude</b>	<ul style="list-style-type: none"> <li>Excellent interpersonal and communication skills.</li> <li>To be able to work as part of a team.</li> <li>Effective use of ICT to support learning.</li> <li>Ability to manage students' behaviour</li> <li>Ability to work with Literacy and Numeracy programmes</li> </ul>		Application form. Interview. References.
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Motivation and enthusiasm for working with young people.</li> <li>Ability to build positive professional relationships with young people and adults.</li> <li>A sense of humour.</li> <li>An ability to take initiative/seek advice as appropriate.</li> <li>A flexible approach to the working day.</li> <li>Commitment to safeguarding and promoting the welfare of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>A commitment to continue own personal development</li> </ul>	Interview.