



HELSEBY HIGH SCHOOL

Person Specification: Teaching Assistant

GRADE: 5

JOB REF: AAAE5052

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