

HELSBY

High School



Achieving Success
Valuing Others

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Headteacher: Mr M Hill, BSc Hons, NPQH

HELSBY HIGH SCHOOL

Person Specification: Higher Lever Teaching Assistant

GRADE: 7

JOB REF: AAAE5172

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none">• Very good numeracy and literacy skills.• GCSE Grade C or above (or equivalent) in Mathematics.• GCSE Grade C or above (or equivalent) in English.	<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.• ELSA	Application form. References.
Experience	<ul style="list-style-type: none">• Supporting and encouraging students with a wide range of needs.• Experience of working with numeracy and intervention programmes.• Working as part of a team.	<ul style="list-style-type: none">• Working with Key Stage 3 and 4 students.• Experience of working with literacy programmes.• Completing or contributing to the completion of referrals for medical and neurodiversity.	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.• Knowledge of neurodiversity and other barriers to learning.	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.• Ability to manage students' behaviour.	<ul style="list-style-type: none">• Ability to use Microsoft Office 365 applications, teams and excel.• Knowledge of school MIS systems, CPOMS, Classcharts and/or Provision Maps software.	Application form. Interview. References.

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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.• 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.
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