**Ormiston Sandwell Community Academy**

**Person Specification – Higher Level Teaching Assistant**

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification and Training** | * 5 passes 9-5 at GCSE including Maths and English, or equivalent (A-C) * NVQ level 3 in related area or equivalent experience plus additional knowledge in specialist area. Working at or achieved Higher Level Teaching Assistant Status. * Specialist skills and knowledge relevant to the role e.g. EAL, SEN or particular learning area. * Knowledge of behaviour management techniques. |  | Application Form |
| **Experience** | * Experience of planning, preparing and delivering specified work * Experience of working in a school setting | Experience of working in a school setting | Application Form and Interview |
| **Training** | * Willing to attend relevant training |  | Interview |
| **Skills and Knowledge** | * An understanding of safeguarding & Child Protection practices * Awareness of and respect for the needs of the individual child and their families, including multi-cultural and inclusive practices. * Specialist skills and knowledge relevant to the role e.g. EAL, SEN or particular learning area. * Knowledge of behaviour management techniques. * Knowledge and understanding of Equal Opportunities * Knowledge of basic Health and Safety issues Good ICT skills |  | Application Form and Interview |
| **Personal Attributes** | * Ability to work when the school is open (Term Time working) * Willingness to work flexibly to meet the requirements of the post * Ability to motivate individuals to perform effectively * Able to communicate effectively * Commitment to working in partnership with parents |  | Application Form and Interview. |