**Ormiston Sandwell Community Academy**

**Person Specification – Higher Level Teaching Assistant**

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| **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. |