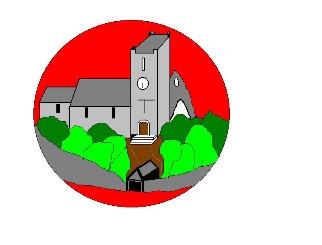
**Ebchester CE Primary School**

**Higher Level Teaching Assistant - Grade 7**

**Person Specification and Criteria for Selection**

|  |  |  |  |
| --- | --- | --- | --- |
| CATEGORY | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
| **APPLICATION** | * Well-structured Durham LA application form and supporting statement indicating suitability for the post. This should include practical examples of successes * Fully supported in reference |  | * Application * Interview * References |
| **QUALIFICATIONS** | * HLTA status * GCSE or equivalent in English and Mathematics at grade C or above * Relevant CPD | * Willingness to undertake further training * Counselling Qualification | * Application |
| **KNOWLEDGE & EXPERIENCE** | * Demonstrate an ability to meet the learning and emotional needs of pupils * Knowledge of HLTA Standards * Demonstrate an understanding of effective questioning and effective feedback * Knowledge of ‘Keeping Children Safe in Education’ 2020 * Experience of planning and leading small group intervention sessions |  | * Application * Interview * References |
| **SKILLS & APTITUDES** | * Able to make and maintain excellent relationships with children, parents and carers, colleagues and outside agency staff. * Excellent communicator in both spoken and written English. * Demonstrate the positive values, attitudes and behaviour they expect from children and young people * Good working knowledge of all national curriculum subjects at KS2 level * Ability to demonstrate consistently good to outstanding standards of classroom practice * Able to plan creative and exciting learning opportunities which engage all children including those with SEND. * Knowledge and compliance with policies and procedures relevant to child protection and health and safety. * An understanding of and commitment to safeguarding and the welfare of children. * Strong behaviour management skills * A commitment to promoting inclusion, where practice and provision embraces equality and diversity for all * Demonstrate a commitment to collaborative and cooperative working with colleagues | * Willingness to support extra-curricular activities | * Application * Interview * References |
| **PERSONAL ATTRIBUTES** | * Able and willing to support the Christian ethos of the school. * Caring and sensitive to the needs of children and their parents/carers. * Skilled and creative in the delivery of the curriculum * Ability to work as part of a team. * Positive and enthusiastic approach. * Willingness to be involved in all aspects of school life. * A good sense of humour | * Commitment to professional development. | * Application * Interview * References |