

## PERSON SPECIFICATION

### IMPORTANT

If successful, you will also be required to apply for a Criminal Record Check from the Disclosure and Barring Service. The level of check required for this job is an Enhanced Disclosure.

All employees are responsible for safeguarding and promoting the welfare of children.

JOB TITLE: Higher Level Teaching Assistant

GRADE: 7

LOCATION: The Russett School

JOB REFERENCE: AAAF 5028

| CRITERIA              | DESIRABLE  | ESSENTIAL   | METHOD OF ASSESSMENT                            |
|-----------------------|--|---|---|
| Qualifications        | Knowledge of current legislation and initiatives.<br>SEN specialism or qualification               | Qualified Higher Level Teaching Assistant<br>Outstanding practitioner   | Application Form<br>Interview<br>Qualifications |
| Experience            | Support pupils in primary and secondary phase.<br><br>Supporting pupils with behaviour strategies. | Supporting and encouraging pupils with a wide range of complex needs<br><br>Use of ICT in teaching and learning | Application Form<br><br>Interview               |
| CRITERIA              | DESIRABLE  | ESSENTIAL   | METHOD OF ASSESSMENT                            |
| Job Related Knowledge | A Knowledge of using different strategies to support Language and Communication.                   | Understanding of how children learn<br><br>Knowledge of current   | Application Form<br><br>Interview               |

|                      |  |   |   |
|----------------------|--|---|---|
|                      |  | <p>developments in Teaching and Learning, especially core subjects</p> <p>Differential planning to meet individual needs.</p> <p>Understanding and use of strategies to enhance motivation and raise achievement</p>        |   |
| Skills and Aptitudes | <p>Interest in innovation in the classroom including interactive whiteboard skills.</p> <p>Passionate about making a difference to children. Be able work and lead a class team.</p> | <p>Professionalism/Integrity</p> <p>Good communication skills</p> <p>Work with energy, commitment and good humour</p> <p>Be an effective team member</p> <p>Commitment to safeguard and promote the welfare of children</p> | <p>Application Form</p> <p>Interview</p> <p>Reference</p> |
| Other Requirements   |  |   | <p>Reference</p> <p>Application Form</p>                  |

**Note:** The Russett Learning Trust is committed to supporting people with disabilities and will make reasonable adjustments to these requirements where this enables a disabled person to do the job effectively.