

**GARTH HILL COLLEGE  
PERSON SPECIFICATION**

**Post: EAL Tutor (Higher Level Teaching Assistant)**

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	<p>GCSE or equivalent which includes Maths and English at grades A* - C.</p> <p>2 'A' Levels in any subject or equivalent recognised qualification, e.g. GNVQ Level III.</p> <p>HLTA standard or equivalent qualification.</p> <p>NVQ3 in teaching assistance or equivalent qualification (STAC).</p> <p>Training or experience with EAL learners.</p> <p>Training in relevant strategies e.g. literacy and/or possess a specific skill in a curriculum or learning area e.g. EAL, ESOL</p> <p>Basic ICT Skills.</p>	<p>Bi or Multi Lingual</p> <p>Have undertaken appropriate first aid training.</p> <p>Good ICT Skills.</p> <p>Good subject knowledge of Maths, English and Science.</p>
<b>Competence Summary (Knowledge, Abilities, Skills, Experience)</b>	<p>Extensive experience of working with young people in a learning environment.</p> <p>Possess an understanding of teenage minds.</p> <p>Able to relate to and communicate well with children and adults, motivate pupils to learn, clarify and explain instructions to pupils and respond sensitively and flexibly to competing demands.</p> <p>Able to deliver educational work programmes and activities to a variety of groups of pupils, evaluate, implement, monitor, assess, record and report on strategies to enhance learning.</p> <p>Understanding of and commitment to the requirements of safeguarding children and young people.</p> <p>Able to relate to, challenge, inspire, motivate young people</p>	<p>Knowledge of pupils with learning and behavioural difficulties.</p> <p>Knowledge of outside agencies.</p>

	and respond flexibly and sensitively to their needs.	
<b>Personal Professional Requirements</b>	<p>Experience of dealing with parents and carers and ability to lead when required.</p> <p>Able to remain calm in challenging and pressurised situations.</p> <p>Able to work well independently and as part of a team.</p> <p>Ability to plan time effectively and meet deadlines.</p> <p>Strong commitment to equality of opportunity.</p> <p>Able to coach and mentor others.</p> <p>Strong commitment to own continuing professional development and learning</p> <p>Positive outlook and approach.</p> <p>Ability to be flexible.</p> <p>Possess a good sense of humour.</p>	Particular interest in a specific curriculum/pastoral area relating to EAL.
<b>Other Work Requirements</b>	<p>Able to manage CPD and staff appraisal and share knowledge with other staff and support and encourage their development.</p> <p>An enhanced Disclosure and Barring Service Certificate</p>	