

**GARTH HILL COLLEGE
PERSON SPECIFICATION**

Post: Higher Level Teaching Assistant

KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Training	<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>Experience of supporting young people in an educational environment.</p> <p>Basic ICT Skills.</p>	<p>Experience of working with pupils with SEMH.</p> <p>Training in behaviour management techniques and/or de-escalation techniques, for example Team Teach</p> <p>First Aid Qualification</p>
Competence Summary (Knowledge, Abilities, Skills, Experience)	<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 and respond flexibly and sensitively to their needs.</p>	<p>Knowledge of pupils with learning and behavioural difficulties.</p> <p>Some experience in working with external agencies.</p> <p>Ability to drive a minibus.</p>
Personal Professional Requirements	<p>Experience of dealing with parents and carers and ability to lead when required.</p>	<p>Particular interest in a specific curriculum/pastoral area.</p> <p>Experience of whole class</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>	supervision.
Other Work Requirements	<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>	