



THE WENSLEYDALE SCHOOL  
& SIXTH FORM  
LEYBURN

## Higher Level Teaching Assistant (SEND) Person Specification

<b>Essential:</b> the applicant must be able to demonstrate both through their application and at interview that they already possess or have relevant recent experience of the following characteristics	<b>Desirable:</b> in addition to the 'Essential' characteristics listed opposite, applicants will be assessed both through their application and at interview against the following characteristics
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Good understanding of child/young people's development and learning processes</li> <li>• Understanding of individual children and young peoples' needs</li> <li>• An understanding that children/young people have differing needs and knowledge of inclusive practice</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Behaviour Management techniques</li> <li>• Knowledge of Child Protection and Health &amp; Safety legislations and procedures</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Significant experience of working with children in an education setting</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering evidence based interventions that accelerate learning</li> <li>• Experience in a relevant specialism e.g. Art/Music/Sport</li> </ul>
<p><b>Occupational Skills</b></p> <ul style="list-style-type: none"> <li>• Demonstrable IT skills and ability to use them as part of the learning process, or the ability to develop IT skills in a reasonable timeframe</li> <li>• Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers</li> </ul>	
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Level 2 numeracy &amp; literacy qualification or equivalent</li> <li>• HLTA status or QTS **</li> </ul> <p>** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class</p>	<ul style="list-style-type: none"> <li>• Relevant NVQ level 4 or foundation degree</li> <li>• Appropriate first aid training</li> </ul>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Demonstrable interpersonal skills</li> <li>• Ability to work successfully in a team</li> <li>• Able to exercise judgement</li> <li>• Confidentiality</li> <li>• Flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity</li> </ul>
<p><b>Other Requirements</b></p> <ul style="list-style-type: none"> <li>• Enhanced DBS clearance</li> <li>• To be committed to the school's policies and ethos</li> <li>• To be committed to Continuing Professional Development</li> <li>• Motivation to work with children and young people</li> </ul>	

<ul style="list-style-type: none"> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Emotional resilience in working with challenging behaviours and attitudes</li> <li>• Ability to use authority and maintaining discipline</li> <li>• An empathy for equality &amp; diversity</li> <li>• The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post</li> </ul>	
<b>Behaviours</b>	See HLTA professional standards

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas.

You will be tested in some or all of the skill specific areas over the course of the selection process.