

DURHAM TRINITY SCHOOL & SPORTS COLLEGE
HIGHER LEVEL TEACHING ASSISTANT
PERSON SPECIFICATION

Category	Essential	DESIRABLE	Where Identified
Application and Supporting Letter	<ul style="list-style-type: none"> ✓ Completed Durham County Council teaching application form ✓ 2 Fully supported in references(one of which must be from current or most recent employer) ✓ Well structured supporting letter 		<ul style="list-style-type: none"> ✓ Application Form ✓ References
Qualifications	<ul style="list-style-type: none"> ✓ HLTA Status ✓ Grade 9-4 (or equivalent) in English and Maths GCSE 	<ul style="list-style-type: none"> ✓ A valid Team Teach Certificate ✓ Willingness to undertake MIDAS training 	<ul style="list-style-type: none"> ✓ Application Form ✓ Certificates
Experience	<ul style="list-style-type: none"> ✓ At least 1 year of experience of working within a school environment working with pupils with special needs. ✓ Current experience of planning and evaluating learning experiences ✓ Experience of planning of learning for individuals, groups and whole class ✓ Currently working with children with severe learning difficulties, autism and/or profound multiple learning difficulties. ✓ Currently use communication strategies to support pupils to learn to their full potential and communicate their needs. ✓ Currently supporting pupils with emotional wellbeing, personal and intimate care needs. ✓ Experience of delivering whole class teaching having achieved the Professional Standards for Higher Level Teaching Assistants 	<ul style="list-style-type: none"> ✓ Experience of covering a whole class in the absence of a teacher ✓ Experience of any SCERTS and PECS 	<ul style="list-style-type: none"> ✓ Application Form ✓ References ✓ Interview
Professional Development	<ul style="list-style-type: none"> ✓ Commitment to further develop own professional skills 	<ul style="list-style-type: none"> ✓ Recent and relevant training for working with pupils with SEND including visual and hearing impairment ✓ Willingness to undertake training in order to address specific medical/physical needs of pupils. 	<ul style="list-style-type: none"> ✓ Application Form
Skills and Knowledge	<ul style="list-style-type: none"> ✓ Ability to relate well to children and adults ✓ Ability to work independently with individual children, small groups of children and whole class ✓ Ability to use initiative when required ✓ Ability to work as a member of a team 	<ul style="list-style-type: none"> ✓ Understanding of child development ✓ Knowing how to support pupils with medical needs ✓ Ability to use Makaton to 	<ul style="list-style-type: none"> ✓ Application Form ✓ References ✓ Interview

	<ul style="list-style-type: none"> ✓ A willingness to work co-operatively with a wide range of professionals ✓ Good communication skills – written and verbal for report writing, maintaining child records, provide feedback to parent/carers and colleagues ✓ Knowledge of the National Curriculum and how it is adapted to meet needs of SEND pupils ✓ Ability to make resources to support teaching and learning ✓ Use ICT effectively to support teaching and learning – iPad, cameras and computer ✓ Knowledge and compliance with policies and procedures relevant to child protection and health and safety ✓ Demonstrate organisational and planning skills ✓ Empathy for trauma and adversity children may encounter ✓ Understanding of the effects of childhood trauma and adversity ✓ Understanding of the different strategies to support pupils with SEND 	support pupil communication	
Personal Attributes	<ul style="list-style-type: none"> ✓ Calm and positive approach ✓ Patient and resilient ✓ Enthusiasm and drive ✓ Willingness to work across the 2-19 age range ✓ Ability to work flexibly and adapt, respond positively to change ✓ Caring and sensitive attitude to children, parents and colleagues ✓ Willingness to contribute to the wider life of the school ✓ Sense of humour 		<ul style="list-style-type: none"> ✓ Application Form ✓ References ✓ Interview