



**Ripplevale School**  
**Higher Level Teaching Assistant- Numeracy/Literacy Intervention Person Specification**

Description	Essential	Desirable	Evidence
<p><b>Experience:</b></p>	<p>Experience in supporting students with autism.</p> <p>Experience in delivering numeracy programmes to students working at a Key Stage 1 / Key Stage 2 level.</p> <p>Experience in delivering literacy programmes to pupils working at a Key Stage 1 / Key Stage 2 level.</p> <p>Have experience and knowledge in supporting students with phonics, early reading, and handwriting.</p>	<p>Experience of working with pupils with autism up to and including GCSE</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>
<p><b>Qualifications &amp; Training:</b></p>	<p>Good level of education including at least GCSE English and Maths at 'C' or above.</p> <p>HTLA qualification or equivalent.</p> <p>Evidence of specialist qualification/accredited training in autism OR at least 2 years supporting children with autism.</p>	<p>Level 3 or 4 qualifications equivalent to 'A' levels or above.</p> <p>Evidence of qualifications or training related to support work in schools for pupils with SEND including autism.</p>	<p>Application Form</p> <p>References</p> <p>Certificates of Qualification &amp; Training</p>
<p><b>Practical &amp; Management Skills:</b></p>	<p>Ability to be flexible in response to student's needs and learning objectives.</p> <p>Ability to support staff in planning based on formative assessment of students' needs.</p> <p>Ability to plan and deliver lesson content to a small group of students or 1:1.</p> <p>Ability to use effective questioning to move students' learning forward.</p> <p>Ability to provide both verbal and written formative assessment to students during the lesson and feedback to the teacher after the lesson to ensure at least good progress.</p>	<p>Ability to develop and prepare resources for learning activities in accordance with lesson plans and in response to students' needs.</p>	<p>Application Form</p> <p>References</p> <p>Interview Process</p>

	<p>Ability to support the tutor teacher and subject teachers with feedback for progress reports (three times a year).</p> <p>Ability to create resources to support specific interventions.</p> <p>Excellent positive behavior management strategies and practice.</p>		
<b>Interpersonal Qualities &amp; Attributes:</b>	<p>Committed to safeguarding and promoting the welfare of children.</p> <p>Conscientious.</p> <p>Well organised.</p> <p>Calm and positive.</p> <p>Excellent timekeeper.</p> <p>Ability to listen/communicate clearly with a range of audiences.</p> <p>Ability to work as part of a team.</p> <p>Sound organisational skills.</p> <p>Attention to detail and presentation.</p>	Good sense of humour!	<p>Application Form</p> <p>References</p> <p>Interview Process</p>
<b>Job Specific Requirements</b>	<p>Commitment to SEND.</p> <p>Commitment to establishing/maintaining high educational standards within the school ensuring appropriate levels of challenge, guidance and support for pupils.</p> <p>Commitment to equal opportunities.</p>		Interview and application form

*Ripplevale School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, visitors and volunteers to share this commitment.*