



Person Specification: Pupil Premium Champion and Higher Level Teaching Assistant (HLTA)

Factors	Essential	Desirable	Assessment Method
Training & Qualifications	<ul style="list-style-type: none"> ❖ Educated to a good standard 	<ul style="list-style-type: none"> ❖ Level 4 HLTA or equivalent qualification 	Certificates at selection event
Experience	<ul style="list-style-type: none"> ❖ Working with children with additional education needs 	<ul style="list-style-type: none"> ❖ Leading small group intervention sessions 	Application form Interview
Knowledge and Skills	<ul style="list-style-type: none"> ❖ Excellent organisational skills with good attention to detail ❖ Excellent literacy and numeracy skills. ❖ Ability to use adaptable and creative methods to deliver knowledge and skills to students. ❖ Skills with regard to nurturing ❖ Excellent communication and interpersonal skills, including the ability to work and communicate with young people ❖ Ability to work independently and as part of a small team ❖ Ability to use a database for reference and reporting purposes ❖ Ability to work in a way that promotes the safety and wellbeing of children and young people 	<ul style="list-style-type: none"> ❖ Ability to track student progress over time 	Application form Interview References
Sexey's Values and Ethos	<ul style="list-style-type: none"> ❖ Possess a positive and sympathetic philosophy towards working in a Church of England boarding school. ❖ Value the contribution that each child brings to the school community ❖ Respect and value diversity and promote equality ❖ Promote and model mutual respect 		Interview
Personal Qualities	<ul style="list-style-type: none"> ❖ Positive, can-do attitude ❖ Flexible approach in relation to work ❖ Seek to work collaboratively and resolve conflict ❖ Enthusiasm to support young people to develop intellectually and personally ❖ Resilience ❖ Emotional intelligence 	<ul style="list-style-type: none"> ❖ Good sense of humour ❖ Desire to contribute to department and whole school CPD. 	Interview References

