



PERSON SPECIFICATION: HIGHER LEVEL TEACHING ASSISTANT

Qualities	Essential	Desirable	Evidence
Qualifications and Experience			
Education and Training			
HLTA status or equivalent, or currently working towards this	X		A
Specialist skills/training in curriculum or learning e.g. First Aid, EYFS, Phonics, bi-lingual etc.		x	A
Working at National Occupational Standards Level 4		X	A
Relevant degree		X	A
Experience			
Understanding of how schools work – Key Stages, Assessment, SAT's.	X		A/I
At least 5 years working knowledge and experience of implementing the requirements, guidance and other relevant learning programmes/strategies.	X		A/I
Good overall ICT competency.	X		A/I
Specific Skills			
Ability to form and maintain appropriate professional relationships with children, teachers, support staff, parents/carers, governors, external professionals and agencies.	X		A/I
Support for Pupils			
Ability to assess the needs of children and use detailed knowledge and specialist skills to support their learning.	X		A/I
Ability to organise and manage an appropriate learning environment and resources.	X		A/I
Support for Teachers			
Ability to plan challenging teaching and learning activities with support from the teacher.	X		I
Ability to monitor, assess and report on pupil performance and development.	X		I
Ability to model exemplary practice in terms of inclusion and supporting children with special educational needs and their families.	X		A/I
Support for the curriculum			

Qualities	Essential	Desirable	Evidence
Ability to prepare and use ICT resources effectively to support learning.	X		A/I
Ability to deliver local and national learning strategies	X		A/I
Working knowledge of: <ul style="list-style-type: none"> intervention strategies /programmes; SEND code for practice; school/national assessment systems for Key Stage 1 and Key Stage 2 		X	A/I
Communication			
Excellent communication skills both written and spoken.	X		A/I
Ability to liaise with parents, other professionals and outside agencies.	X		A/I
Professional Development			
Constantly improve own practice/knowledge through self-evaluation, appraisal and learning with/from others.	X		A/I
Willingness to participate in all forms of professional development.	X		A/I
Personal qualities			
Friendly, professional, smart and flexible.	X		A/I
A commitment to improving the academic standards of all children.	X		A/I
Commitment to equalities issues and to social inclusion.	X		A/I
Ability to work independently and as part of a team.	X		A/I
Ability to organise, lead and motivate others/a team.	X		A/I
Ability to supervise/manage work/development of some other support staff, volunteers.	X		A/I
Other			
Being available for attending whole school events such as sports days, parent evenings and performances as required.	X		I
Ability to encourage participation in structured and unstructured learning activities, including play (timetabled and during break times)	X		I
Being responsible for the safeguarding, health, safety and welfare of self, staff, visitors and children under your care and supervision.	X		A/I
Good work record Satisfactory references DBS clearance	X		