



**HIGHER LEVEL TEACHING ASSISTANT PERSON SPECIFICATION**

Please ensure that you read the person specification carefully as this will be used to assess candidates as part of the shortlist and interview process.

<b>Factor</b>	<b>Essential</b>	<b>Desirable</b>	<b>Ascertained by</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full HLTA Qualification</li> <li>• GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and Maths</li> <li>• Experience of working with pupils in intervention groups</li> <li>• To be proactive and work as a good team player, with members of staff and pupils alike</li> </ul>	Experience of planning and leading teaching and learning activities (under supervision)	Application form  Interview
<b>Knowledge And Understanding</b>	<ul style="list-style-type: none"> <li>• Good literacy and numeracy skills</li> <li>• Good organisational skills</li> <li>• Ability to build effective working relationships with pupils and adults</li> <li>• Knowledge of how to help adapt and deliver support to meet individual needs</li> <li>• Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils</li> <li>• Excellent verbal communication skills</li> <li>• Active listening skills</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Good ICT skills, particularly using ICT to support learning</li> <li>• Understanding of roles and responsibilities within the classroom and whole school context</li> <li>• Understanding of effective teaching methods</li> <li>• Knowledge of how to successfully lead learning activities for a group or class of children</li> <li>• Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support</li> <li>• Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice</li> </ul>	Skills and expertise in understanding the needs of all pupils	References Interview
<b>Communication</b>	<ul style="list-style-type: none"> <li>• The ability to communicate effectively in a verbal and written form to a range of audiences</li> </ul>		Application Form Interview
<b>Skills and Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to teach a wide range of subjects across the primary age range.</li> <li>• Ability to develop and maintain good professional relationships and contribute positively to curriculum development.</li> </ul>	The ability to contribute to a specific curriculum area or areas	Application Form References Interview

	<ul style="list-style-type: none"> <li>• Ability to set high standards and provide a role model for staff and pupils.</li> <li>• Ability to deal sensitively with people and resolve conflicts.</li> <li>• Ability to work with and deploy staff and resources effectively</li> </ul>		
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Enjoyment of working with children</li> <li>• Sensitivity and understanding, to help build good relationships with pupils</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding pupil's wellbeing and equality</li> </ul>	Reflective of practice and implementing change	Application Form References Interview