Person Specification

Higher Level Teaching Assistant

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|  | Essential | Desirable | Check |
| Qualifications and training | * Higher Level Teaching Assistant standards qualification or equivalent qualification
* GCSE or equivalent level, including at 5 or above (previously Grade C) in English and maths
 | * Safeguarding level 1
* First aid Training
 | A I |
| Experience | * Experience working in a primary school
* Experience working with children / young people
* Experience planning and delivering learning activities
* Experience of planning and leading teaching and learning activities
* Proven ability to implement strategies for raising pupil achievement
 | * Previous experience working with children.
* Working with and/or coordinating other members of staff.
* Communicating with parents.
 | A I R |
| Skills and knowledge | * Highly successful classroom practitioner
* Ability to plan, record and assess for children’s progress in a variety of ways
* Ability to inspire and motivate pupils and colleagues
* Excellent organisational skills
* Ability to build effective working relationships with pupils and adults
* Knowledge of how to help adapt and deliver support to meet individual needs
* Subject and National curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils
* Excellent communication skills: both verbal and oral Knowledge of guidance and requirements around safeguarding children
* Good ICT skills, particularly using ICT to support learning
* Knowledge of how to successfully lead learning activities for a group or class of children
* Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the learners they support
* Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice
 | * Aware of Health and Safety legislation
* Awareness of dynamic risk assessing.
* Knowledge of child protection policy and procedures.
 | A I R |
| Personal qualities | * Enjoyment of working with children
* Sensitivity and understanding, to help build good relationships with pupils
* A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding pupil’s wellbeing and equality
* Resilient, positive, forward looking and enthusiastic about making a difference
* Capacity to inspire, motivate and challenge children and young people
* Excellent interpersonal skills
 |  | A I R |

Checks- A = application, I = interview and R = references.