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.