



Person Specification

Higher Level Teaching Assistant

Criteria	Essential	Desirable
Education & Training		
Relevant NVQ Level 3 or equivalent	X	
Level 2 qualification or equivalent in English & Mathematics	X	
Appropriate First Aid training		X
Knowledge & Experience		
Experience of delivering evidence-based interventions that accelerate learning	X	
Knowledge of behaviour management techniques	X	
Appropriate experience working with young people in an education setting	X	
Good understanding of young people's development and learning processes	X	
Using expertise to plan sequences of learning to support student progress	X	
An understanding that young people have differing needs and knowledge of inclusive practice	X	
Knowledge of Health and Safety legislation		X
Knowledge of Child Protection policies and procedures		X
Skills, Abilities & Attributes		
Good written and verbal communication skills	X	



Demonstrate IT skills and ability to use them as part of learning process, or the ability to develop IT skills in a reasonable time-frame	X	
Emotional resilience in working with challenging behaviours and attitudes	X	
Confidentiality	X	
Ability to gain respect from young people to maintain discipline	X	
Ability to demonstrate a range of behaviour management strategies	X	
Good interpersonal skills	X	
Ability to work successfully in a team	X	
Able to exercise reflective judgement	X	
Confidentiality	X	
Creativity		X
Able to work flexibly	X	