



Person Specification
Higher Level Teaching Assistant (HLTA)
Cognition & Learning Resource Provision

Essential

Qualifications

- GCSE English and Mathematics at Grade C/4 or above (or equivalent).
- Evidence of continued professional development.

Experience

- Experience of working with children or young people in an educational setting.
- Experience of supporting pupils with Special Educational Needs and Disabilities (SEND), particularly cognition and learning needs.
- Experience of delivering targeted interventions to individuals and small groups.

Knowledge and Skills

- Understanding of inclusive teaching and learning practices.
- Knowledge of strategies to support pupils with cognition and learning difficulties.
- Ability to build positive and supportive relationships with pupils, parents/carers and colleagues.
- Strong communication and interpersonal skills.
- Good organisational skills and the ability to work effectively as part of a team.
- Ability to promote independence, confidence and resilience in pupils.
- Competent ICT skills.

Personal Qualities

- Commitment to safeguarding and promoting the welfare of children and young people.
- Patient, adaptable and resilient.
- Positive, enthusiastic and solution-focused approach.
- Commitment to equality, diversity and inclusion.



- Ability to maintain confidentiality and professional boundaries.

Desirable

- HLTA status or equivalent qualification.
- Experience of working within a specialist SEND provision or resource base.
- Knowledge of Education, Health and Care Plans (EHCPs).
- Experience of supporting pupils with autism, speech and language needs, or associated learning difficulties.
- Experience of liaising with external professionals and agencies.