



LAINESMEAD PRIMARY SCHOOL AND NURSERY HIGHER LEVEL TEACHING ASSISTANT (HLTA) PERSON SPECIFICATION

At Lainesmead, our vision — *Strive, Achieve, Excel: Believe in a Limitless Future* — and our core values of Respect, Resilience, Responsibility, Cooperation, Compassion and Curiosity underpin everything we do.

We are looking for an enthusiastic and skilled Higher Level Teaching Assistant who embodies these values and shares our belief that every child deserves to thrive.

Qualifications and Training

- GCSE (Grade 4/C or above) in English and Mathematics.
- HLTA status or equivalent experience, or commitment to working towards this.
- Evidence of relevant training linked to teaching and learning practice.
- First-Aid training, or willingness to complete it.
- Ongoing commitment to professional development.

Experience

- Proven experience of supporting teaching and learning in a primary school.
- Experience of providing whole-class cover and delivering planned lessons.
- Experience of working across a range of age groups (EYFS – KS2).
- Experience of working collaboratively within a team to raise pupil achievement.
- Experience of marking work and providing feedback to teachers.

Knowledge and Skills

- Sound understanding of effective teaching, learning and assessment strategies.
- Secure knowledge of the primary curriculum and of children's development.
- Strong classroom management and behaviour-support skills.
- Ability to differentiate and adapt learning for pupils with a range of needs, including SEND.
- Good organisational and time-management skills, with the ability to prioritise.
- Competence in using ICT to enhance learning and record progress.
- Clear understanding of safeguarding and child-protection procedures.



- Effective communication and interpersonal skills with children, colleagues and parents.

Personal Qualities

- Demonstrates and models the school's values of Respect, Resilience, Responsibility, Cooperation, Compassion and Curiosity.
- Positive, adaptable and solution-focused attitude.
- High expectations of self and others.
- Commitment to teamwork, inclusion and wellbeing.
- Warmth, empathy and genuine enjoyment of working with children.
- Professional integrity, confidentiality and reliability.
- Resilience and enthusiasm for contributing to the life of a busy primary school.

Safeguarding

Lainesmead Primary School and Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to satisfactory references, enhanced DBS clearance and verification of qualifications and right to work in the UK.