**Person Specification: Higher Level Teaching Assistant**The following outlines the essential criteria for this post. Applicants should provide specific examples in their application demonstrating how they meet these criteria.

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| **Qualifications** | Level 2 or 3 Diploma in Supporting Teaching and Learning (or equivalent), with additional knowledge or expertise in a specialist area. | Desirable |
| Evidence of working towards or achieving professional standards for Higher Level Teaching Assistants (HLTA). | Essential |
| **Experience** | Proven experience of successfully working with children within a learning environment, ideally in a similar educational setting. | Essential |
| Experience supporting pupils with diverse learning needs, including those with SEND or behavioural challenges, is desirable. | Essential |
| **Skills and Abilities** | Strong communication skills, with the ability to engage effectively with individuals, groups, and whole classes of pupils. | Essential |
| Ability to assess the impact of communication on pupils' understanding and adapt approaches accordingly to meet their diverse needs. | Essential |
| Proven ability to support teaching and learning through clear, concise instruction and guidance, maintaining a positive and inclusive classroom environment. | Essential |
| Demonstrated ability to work independently and as part of a team, contributing to collaborative planning and supporting teachers and other school staff. | Essential |
| High level of organisation, including the ability to plan, deliver, and assess small group interventions effectively. | Essential |
| **Knowledge** | Sound knowledge and practical experience of implementing the National Curriculum and other relevant learning programmes across the age ranges you will be teaching. | Essential |
| A good understanding of child development and the ability to apply appropriate behaviour management strategies to maintain a positive and purposeful learning environment. | Essential |
| Up-to-date knowledge of safeguarding practices and procedures, including the latest "Keeping Children Safe in Education" (2024 onwards), and a commitment to creating a safe learning environment for all pupils. | Essential |
| Familiarity with special educational needs (SEND) and how to support the learning of children with additional needs. | Essential |
| **Personal Attributes** | A proactive and flexible approach, with the ability to adapt to changing priorities and the specific needs of pupils. | Essential |
| Strong interpersonal skills and the ability to form positive working relationships with pupils, staff, and parents. | Essential |
| High levels of initiative and enthusiasm for supporting children’s learning and development. | Essential |
| A commitment to professional development and staying current with educational practices, policies, and strategies. | Essential |

This person specification outlines the essential qualifications, skills, experience, and knowledge required for the role of Higher Level Teaching Assistant. We encourage applicants to demonstrate their suitability for this position with specific examples from their experience and professional practice.