

 **Personal Specification**

 **Higher Level Teaching Assistant**

**July 2025**

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| **Essential** | **Desirable** |
| **Qualifications*** GCSE (or equivalent) C or above in Maths and English
* Higher Level Teaching Assistant standard or equivalent qualification or experience e.g. QTS
 | * First Aid
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| **Experience*** Successful experience of working within an education setting
* Supporting pupils on a group, 1:1 or whole class basis to achieve the learning set for them by the teacher
* Working in partnership with families and colleagues to support pupil outcomes
 | * Significant experience of working across the primary range
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| **Knowledge and understanding*** Knowledge of education and care needs of children within relevant age group being taught
* Up to date knowledge of the primary curriculum and knowledge progression.
* Understanding of classroom roles and responsibilities and their role within these
* Awareness of and compliance with policies and procedures relating to Child Protection, Health, Safety & Security, Confidentiality and Data Protection
* Effective strategies for providing pupils with meaningful feedback.
* Accurate and impactful monitoring and assessment to ensure progress of all pupils.
 | * Fresh Start training
* Trauma Informed training
* Experience of delivering RWI interventions
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| **Skills*** Be able to problem solve independently and find solutions to problems presented
* Effective written and oral communication skills when working with pupils and communication with parents, colleagues, pupils and other professionals
* Effective use of technology within daily activity
 | * Understanding of planning, delivering and monitoring progress of pupils through high quality intervention
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| **Personal characteristics*** Approachable, kind and empathetic
* Firm and consistent
* Hopeful and optimistic
* Solution focused
* Insistence on high standards for yourself and your pupils
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