

**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 |
| **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 |
| **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 |
| **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 |
| **Personal characteristics**   * Approachable, kind and empathetic * Firm and consistent * Hopeful and optimistic * Solution focused * Insistence on high standards for yourself and your pupils |  |