 Loxley Primary School

PERSON SPECIFICATION



POST: Higher Level Teaching Assistant

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| REQUIREMENTS | INDICATIVE METHOD OF ASSESSMENT |
| Qualification and Experience |
| * Achieved Higher Level Teaching Assistant Qualification or has comparable relevant experience.
 | Application |
| * Evidence of relevant professional development in primary education.
 | Application |
| * Strong numeracy and literacy skills, enabling support and teaching across the primary age range (Reception to Year 6).
 | Application, interview and teaching task |
| Knowledge |
| * Has an in-depth understanding of the primary curriculum and how to deliver high-quality, inclusive teaching and learning activities.
 | Application and interview |
| * Has ability to plan, prepare, and deliver lessons for individuals, groups, or whole classes under supervision, complementing the work of the teacher.
 | Application, interview and teaching task |
| * Is proficient in assessing pupils’ progress, setting learning objectives, and providing constructive feedback.
 | Application, interview and teaching task |
| * Could provide leadership and expertise in a specialist or curriculum area, supporting school-wide improvement initiatives.
 | Application and interview |
| Skills & Abilities |
| * Is skilled in using ICT effectively to support learning and promote digital literacy.
 | Application and teaching task |
| * Can deliver engaging and differentiated learning activities aligned with school and national strategies.
 | Application, interview and teaching task |
| * Can organise and manage resources effectively, creating a stimulating and purposeful learning environment.
 | Application and teaching task |
| * Can incorporate creative and innovative approaches to teaching, including effective use of technology.
 | Application, interview and teaching task |
| * Can contribute to planning and evaluating lessons, making adjustments as necessary based on pupils’ needs and responses.
 | Application, interview and teaching task |
| * Demonstrates the ability to lead, direct, and support other teaching assistants effectively.
 | Application and interview |
| * Can record and report on pupil progress and achievement systematically, providing evidence to support assessments.
 | Application and interview |
| * Can assess and meet the individual needs of pupils, including those with SEND, through tailored support and interventions.
 | Application and interview |
| * Encourages collaboration and cooperative learning among pupils, fostering an inclusive and supportive environment.
 | Application, interview and teaching task |
| **Personal and Professional Qualities** |
| * High expectations of all pupils, with the ability to establish productive, professional, and supportive relationships.
 | Application, interview and teaching task |
| * Strong interpersonal and communication skills, enabling effective collaboration with staff, parents, and external professionals.
 | Application, interview and teaching task |
| * Adaptable, proactive, and able to respond effectively to the changing needs of pupils.
 | Application, interview and teaching task |
| * Commitment to promoting equal opportunities and celebrating diversity within the school community.
 | Application, interview and teaching task |
| * Demonstrates initiative and independence while working within agreed systems of supervision.
 | Application, interview and teaching task |
| * Actively contribute to the school’s ethos, policies, and priorities, promoting the vision of “aiming high together.”
 | Application, interview and teaching task |
| * Build constructive relationships with parents, fostering strong home-school partnerships.
 | Application and interview |
| * Engage with outside agencies and multi-agency professionals to support pupil development and well-being.
 | Application and interview |
| * Participate in out-of-school learning activities and enrichment programs to enhance pupil opportunities.
 | Application and interview |
| * Commitment to ongoing professional development and participation in the school’s appraisal process.
 | Application and interview |
| * Promote independence, self-confidence, and a growth mindset in pupils’ learning.
 | Application, interview and teaching task |
| * Flexibility to undertake other duties appropriate to the role and grade, as required by the school leadership.
 | Application and interview |
| **Safeguarding** |
| * Knowledge of safeguarding policies and procedures, demonstrating commitment to promoting the welfare of children.
 | Application and interview |
| * Commitment to a culture which promotes the highest standards of safeguarding practice
 | Application and interview |
| * Willingness to take part on contribute in the school’s on-going safeguarding CPD.
 | Application and interview |