

Person Specification

Higher Level Teaching Assistant (TMP) – May 2026

Criteria	Essential	Desirable
Qualifications		
Maths and English GCSE	x	
HLTA qualification		x
Relevant NVQ Level 3 qualification or equivalent in Child Care, Health or Youth Work		x
Any additional qualification relating to children with special educational needs		x
Appropriate first aid training		x
Food hygiene certificate		x
Experience		
Experience appropriate to working with children in a learning environment	x	
Knowledge and Skills		
An awareness of child/young person's development and learning	x	
An understanding that children/Young people have differing needs	x	
Good written and verbal communication skills: able to communicate effectively and clearly and build relationships with a range of staff, children, young people, their families and carers	x	
Good reading, writing and numeracy skills	x	
Basic ICT Skills	x	
Knowledge of Child Protection and Health & Safety policies and procedures	x	
Knowledge of Behaviour management techniques	x	

Ability to use authority and maintain discipline	x	
Good understanding of child development and learning processes		x
Knowledge of inclusive practice		x
Personal Qualities		
Demonstrable interpersonal skills	x	
Ability to work successfully in a team	x	
Confidentiality	x	
Flexibility	x	
Creativity	x	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	x	
Emotional resilience in working with challenging behaviours and attitudes	x	
Other Requirements		
Enhanced DBS Clearance	x	
To be committed to the school's policies and ethos	x	
To be committed to Continuing Professional Development	x	
Motivation to work with children and young people	x	