



PERSON SPECIFICATION

Higher Level Teaching Assistant (HLTA) April 2026

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	<ul style="list-style-type: none"> Higher Level Teaching Assistant qualification or equivalent or the willingness and capacity to undertake this study GCSEs grades 9 - 4 (A* to C) in English and Maths or equivalent 	<ul style="list-style-type: none"> Evidence of higher level study/qualification 	A, I
Work experience and desired vocational training	<ul style="list-style-type: none"> Relevant experience working with Children with Special Educational Needs Significant experience of learning/classroom support 	<ul style="list-style-type: none"> Experience of working in a Special School with Children with Special Educational Needs 	A, I, R,
Other relevant experience and/or interests	<ul style="list-style-type: none"> Good knowledge of school based education 	<ul style="list-style-type: none"> Experience of teaching/coaching Experience of working with allied professionals such as physiotherapists/SaLT 	A, I
Special(ist) knowledge		<ul style="list-style-type: none"> Swimming/Hydrotherapy, Team Teach, Makaton, Moving & Handling, IDDSI, Rebound Therapy 	A, I
Job related personal skills	<ul style="list-style-type: none"> Motivated, punctual and reliable Ability to relate well to children, staff and parents Work on own initiative 		A, I
Special Working Conditions	<ul style="list-style-type: none"> Flexible approach to working environment Ability to meet the physical demands of the post Ability to bring to the role, initiative, enthusiasm and commitment 	<ul style="list-style-type: none"> Undertake training in Restrictive Physical Prevention (Restraint) 	A, I

Method of Assessment: (A) application form, (I) interview, (R) references