



# SOUTH CAMBERLEY PRIMARY AND NURSERY SCHOOL

Frimley Road, Camberley, Surrey, GU15 2QB  
t: 01276 63870 e: schooloffice@southcamberley.surrey.sch.uk

[www.southcamberley.surrey.sch.uk](http://www.southcamberley.surrey.sch.uk)

Executive Headteacher: Mrs Nicky Wright



## Higher Level Teaching Assistant Person Specification

Employees will need to demonstrate the following requirements in order to perform each of the main activities of the job safely and effectively:

### Qualifications & Training

- Minimum of 5 GCSEs at Grade C or above (including English and Maths) or equivalent, or able to evidence ability at an equivalent level
- HLTA qualification or equivalent (we are accepting applications from TA3's provided the candidate would be prepared to complete a HLTA qualification)
- NVQ III or equivalent teaching assistant qualification
- Willingness to participate in relevant training and development opportunities including additional higher level teaching assistant training
- Training in Special Educational Needs Strategies
- Willingness to undertake first aid training

### Experience

- Advanced understanding of national curriculum and other learning programmes, eg. Knowledge of core subject areas, etc.
- Understanding of principles of child development, learning styles and independent learning
- Working knowledge of relevant policies / codes of practice / legislation
- Understanding of statutory frameworks relating to teaching & learning
- Understanding of inclusion, especially within a school setting
- Effective use of ICT to support learning

### Skills & Attributes

- Ability to work effectively within a team environment, understanding classroom roles and responsibilities
- Ability to build and maintain effective working relationships with all pupils and colleagues
- Ability to organise, lead and motivate a team of staff, ensuring effective communication and deployment, and demonstrate the potential to effectively manage a team of staff
- Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate

### Essential

√

√

√

√

√

√

√

√

√

√

√

√

√

√

√

### Desirable

√



	Essential	Desirable
<ul style="list-style-type: none"> <li>• Ability to adapt own approach in accordance with pupil needs</li> <li>• Ability to continually develop and extend own working practice</li> <li>• Demonstrate the potential to contribute to the Senior Leadership Team</li> <li>• Excellent personal numeracy &amp; literacy skills</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>	
<u>Personal Qualities &amp; Attributes</u>		
<ul style="list-style-type: none"> <li>• High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Capacity to be flexible, adaptable and creative</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to liaise sensitively and effectively with parents and carers, recognising role in pupils' learning</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Able to improve their own practice through observations, evaluation and discussion with colleagues</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<u>Other</u>		
<ul style="list-style-type: none"> <li>• Commitment to comply with and adhere to the document 'Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Commitment to comply with and adhere to the document 'Guidance for Conduct'</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Commitment to undertake further ongoing training and professional Development</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	
<ul style="list-style-type: none"> <li>• Commitment to gain clearance through the Disclosure and Barring Service (Clearance is required before confirmation of appointment)</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	