



Person Specification: Higher Level Teaching Assistant

Criteria required for this post

Essential Criteria	How Identified
Significant experience supporting learning and leading small groups; ability to deliver lessons under teacher supervision.	Application / Interview
Ability to plan, deliver, and evaluate learning activities; strong communication and classroom management skills.	Application / Interview
GCSE English and Maths at grade C/4 or above plus HLTA status.	Application
Ability to work independently, lead learning sessions, and adapt teaching strategies to meet diverse needs.	Interview
Ability to plan and deliver structured lessons, support assessment, and manage competing priorities.	Application / Interview
Commitment to ongoing professional development, including curriculum knowledge and safeguarding.	Application / Interview
Ability to manage class cover and extended responsibilities when required.	Interview
Strong understanding of safeguarding and confidentiality.	Application / Interview
Desirable Criteria	How Identified
Experience leading whole-class sessions and supporting curriculum planning.	Application / Interview
Experience differentiating lessons for SEND/EAL pupils and implementing intervention strategies.	Application / Interview
Strong understanding of the National Curriculum and ability to support assessment and progress tracking.	Application / Interview
Ability to work with other support staff and collaborate effectively with teachers.	Application / Interview
A good understanding of inclusion and equality in education.	Application / Interview
Ability to use technology for lesson planning, delivery, and assessment (e.g., interactive tools, MIS systems). Planning will be provided.	Application / Interview