



Nurtured We Flourish

Higher Level Teaching Assistant Person Specification

Specification	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Strong academic record including Maths and English GCSE grade C (or equivalent) or better. Level 2 Diploma (or equivalent). 	<ul style="list-style-type: none"> Qualifications relating to the role (or a willingness to undergo training). Working towards professional standards for HLTA Higher Education or Further Education qualifications. First Aid qualifications (or a willingness to undergo training).
Relevant Experience	<ul style="list-style-type: none"> Successful recent experience of working with children of relevant age. Experience of teaching and supporting children with SEN. 	Experience of: <ul style="list-style-type: none"> Working with and supporting children with challenging behaviour. Running intervention programmes.
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge of procedures for supervising pre-prepared learning activities and providing feedback. Specialist knowledge of behaviour management. Knowledge and compliance with policies and procedures relevant to child protection and health and safety. 	<ul style="list-style-type: none"> Knowledge of EYFS or KS1/2 assessment, curriculum and planning.
Skills and Abilities	<ul style="list-style-type: none"> Good spoken and written English. Good verbal communication skills, including the ability to communicate effectively with carers and parents. Team player with excellent interpersonal skills. Able to take the initiative. Able to maintain confidentiality and sensitivity. Have necessary skills to manage and supervise whole class activities safely. Ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment. Must have the ability to work calmly under pressure 	<ul style="list-style-type: none"> Good IT skills. Skills and interests that could help enrich children's learning e.g. languages, cooking, gardening, music and so on. Good influencing skills to encourage pupils to interact with others and be socially responsible.

	and have the ability to adapt quickly and effectively to changing circumstances /situations.	
Personal	<ul style="list-style-type: none">• Enjoy working with children.• Enthusiastic.• Hardworking, flexible and motivated.• Supportive of the Christian ethos of the school.• Ability to relate well to children and adults, understanding their needs and being able to respond accordingly.	
Other	<ul style="list-style-type: none">• Willingness and ability to undertake lunchtime duties.	