



PERSON SPECIFICATION – Higher Level Teaching Assistant

FACTORS	ESSENTIAL	DESIRABLE	How Identified
Qualifications	NVQ Level 3 for Teaching Assistant or equivalent 5+ GCSE at (c plus) or equivalent, including maths, English and a Science	Evidence of professional development relating to teaching and learning. First Aid training	Application Form Interview Selection Process Production of Certificates
Training	Appropriate recent professional training Safeguarding training	Attendance on courses related to behaviour management, gifted and talented children, SEND children	Application Form Interview Selection Process Production of Certificates
Experience	Experience with working with Early Years, KS1 and KS2 settings Successful experience delivering teaching and learning for a minimum of one year Successful experience of working with more able or children of additional needs.	Working with or caring for children of relevant age groups Experience of residential visits Successful experience of working with more able children and children with additional needs	Application Form References Interview Selection process
Knowledge/Skills	Proven effective higher level teaching assistant who supports children in making good progress Uses initiative Ability to lead interventions under the direction of the class teacher Understanding of targeting and supporting children to raise standards. Aware of effective strategies to support behaviour management Child-centred ethos	Effective use of ICT to support learning Understanding of relevant policies/codes of practice Ability to self-evaluate learning needs and seek learning opportunities Knowledge and understanding of the Primary curriculum Excellent behaviour management	Application Form References Interview Selection process



St Bartholomew's CE Multi Academy Trust



FACTORS	ESSENTIAL	DESIRABLE	How Identified
Personal Qualities	Good communication skills Ability to work under the direction of the class teacher/SLT Well organised Child centred Enthusiastic team approach Ability to relate to a wide range of people – children and adults Ability to set targets, meet deadlines and to work under pressure Ability to promote the child centred ethos within the schools. Maintain Confidentiality Ability to use initiative	Positive outlook Sense of humour Ability to work on own initiative	Application Form Interview Selection Process Interview
Other Conditions	Compliance with no smoking policy Commitment to equal opportunities Ability to contribute to extra-curricular activities Interests other than education		Application and interview