



Fairfield Primary School

Person Specification

Higher Level Teaching Assistant

CRITERIA OR REQUIREMENTS Essential criteria in bold	Assessment Method
1. Education & Training <ul style="list-style-type: none"> a) GCSE in English and Maths Grade C or above or equivalent qualification b) Appropriate and recognised qualification e.g. NVQ3 c) Excellent numeracy and literacy skills d) Higher Level Teaching Assistant Qualification 	 A A A A
2. Experience <ul style="list-style-type: none"> a) Experience as a support member of staff in a primary setting b) Demonstrate a clear commitment to/focus on improving children’s learning and development c) Experience of assessment, feedback (both written and verbal), accurate record keeping and monitoring of pupil progress d) Experience of planning and delivering appropriate academic interventions e) Successful experience of undertaking personal care activities f) Successful experience of managing the behaviour of young children g) Experience of working with children in receipt of an EHCP h) Experience of establishing successful relationships and/or joint working with parents/guardians 	 A / I A / I A / I A / I A / I A / I A / I A / I
3. Knowledge/Skills and Abilities <ul style="list-style-type: none"> a) Ability to establish an appropriate, positive learning environment which promotes good relationships and high pupil achievement/standards of behaviour b) Understanding of curriculum and teaching methodologies appropriate to both Key Stage 1 and Key Stage 2 c) Evidence of effective organisational skills and proven skills in the preparation and adaptation of resources d) Ability to communicate effectively both verbally and in writing to a range of audiences e) Ability to work flexibly and in partnership to promote learning and work as part of a wider team f) Ability to develop and maintain positive relationships with colleagues and a range of other professionals g) ICT literate and able to work with children in the use of learning technology to promote children’s independence, communication and learning h) Ability to motivate and engage children in outdoor learning 	 A / I A / I A / I A / I A / I A / I A / I A / I

A – Application I - Interview