Lauderdale Drive
Guisborough
North Yorkshire
TS14 7BS

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www.belmont-primary.org.uk

Head teacher: Mr. C. Gibson

Higher Level Teaching Assistant
Person Specification

E: Essential; D: Desirable.

Qualifications	E: Good standard of literacy and numeracy (e.g. GCSE English and maths grade 4/C or above, or equivalent)
	E: Level 4 TA qualification OR HLTA qualification OR QTS
	D: Paediatric or basic First Aid certificate
	D: Safeguarding / Child Protection training
Experience	E: Experience of working with children across the primary National Curriculum age ranges
	E: Experience in a school or other relevant setting
	E: Experience of managing whole classes eg for PPA / covering short term absence
	D: Experience supporting children with SEN or EAL
	D: Experience of planning, preparing and delivering learning activities for classes / groups
Knowledge and Understanding	E: Basic understanding of child development and how children learn
	E: Understanding of the principles of nurture and the ability to apply them in practice
	E: Awareness of safeguarding and child protection responsibilities
	E: Understanding of inclusion and equal opportunities
	E: Understanding and awareness of the National Curriculum
	D: Awareness of common SEN needs and effective support strategies
	D: Awareness of the EYFS curriculum
	D: Knowledge of behaviour management strategies
Skills and Abilities	E: Strong verbal communication skills; able to relate positively to children, staff and families
	E: Ability to work effectively as part of a team, taking direction from the class teacher
	E: Able to adapt support in response to pupils' needs and responses
	E: Able to manage pupil behaviour calmly, consistently and fairly

	E: Good organisational and time management skills
	D: Ability to use ICT to support learning
	D: Ability to lead small groups or learning activities with confidence
Personal Qualities	E: Empathetic, patient and genuinely committed to the wellbeing of all children
	E: Fully inclusive philosophy – believes in the potential of every child regardless of background or need
	E: Leads by example; embodies the school's values and motto in everyday interactions
	E: Warm, nurturing and consistent in approach
	E: Resilient, proactive and solution-focused
	E: Discreet, professional and trustworthy
Other Requirements	E: Willingness to participate in training and professional development
	E: Enhanced DBS clearance (or willingness to undergo checks)
	E: Commitment to the school's safeguarding responsibilities