



PERSON SPECIFICATION

JOB TITLE	Higher Level Teaching Assistant
DEPARTMENT	Inclusion and Learning Support
SECTION	Senior School
LINE MANAGER	Forest School SENCO

The successful candidate will be required to fulfil all duties as outlined in the job description. In addition to this, the candidate should possess the following competencies which are essential to this position:

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS, SKILLS & EXPERIENCE:		
Experience of working with children or young people in a learning environment.	√	
GCSE or equivalent level, including at least a Grade 4/C in English and Maths.	√	
Level 4 HLTA certificate or currently working towards the certificate, or able to demonstrate equivalent competency.	√	
Experience in a similar role or school setting.		√
Experience working with pupils with Special Educational Needs and/or Disabilities (SEND).		√
Experience in supporting pupils with social, emotional, and mental health needs (SEMH).		√
Knowledge of Special Educational Needs and Disabilities (SEND) and other barriers to learning.	√	
Understanding of the importance of safeguarding and child protection.	√	
Knowledge of behaviour management strategies.	√	
Experience planning and delivering teaching and learning activities.		√
Knowledge of specific intervention strategies or programmes.		√
APTITUDES:		
Excellent interpersonal skills.	√	
Excellent organisational, prioritisation, and time management skills.	√	
Self-motivated and able to use own initiative.	√	
Vision and values aligned with the School's high aspirations and high expectations for children, staff and families.	√	
Resilience and motivation to support the School through day-to-day challenges while maintaining positivity and professionalism.	√	
Personal and professional integrity, including modelling values and vision.	√	
Safeguard and promote the welfare of children	√	

Forest School is committed to safeguarding and promoting the welfare of children. Appointment to this position requires an enhanced DBS disclosure.

Contribute to the wider school community	√	
Enthusiastic about working with all children and young people between the ages of 4 and 18	√	
Ability to uphold appropriate standards of behaviour	√	
Discretion, courtesy, honesty, and integrity	√	
Reliable, punctual, diligent and well-organised	√	