



Dereham Church of England Junior Academy
Person Specification – Higher Level Teaching Assistant

Post: Higher Level Teaching Assistant	Pay Scale: Scale F – 12-17	
Qualifications	Essential	Desirable
Excellent English and Maths skills to the equivalent of a Grade C or above		X
Meet Higher Level Teaching Assistant standards or equivalent qualification or experience	X	
Strong written Literacy skills in order to communicate effectively	X	
Strong basic computing skills	X	
All applicants will need to undertake an enhanced DBS check as well as completing additional safeguarding checks	X	
Experience	Essential	Desirable
Experience of working with pupils or young adults with additional needs	X	
Experience of working within a school setting	X	
Experience of supporting the learning of children	X	
Experience of covering whole classes of children (even if not regularly)		X
Skills and Knowledge	Essential	Desirable
Can use IT effectively to support learning	X	
An understanding of Special Educational Needs	X	
Knowledge of how to break learning into small steps	X	
Working knowledge of relevant and experience of implementing the National Curriculum and other relevant learning programmes		X
Knowledge of the importance of safeguarding within a school setting	X	
Interpersonal Skills		
A calm and firm but kind manner	X	
Constantly improve own knowledge/practice through self-evaluation and learning from others	X	
The ability to stay calm in difficult or stressful situations	X	
Strong communication skills	X	
The courage to ask for help where needed	X	
The ability to problem solve and find solutions to challenges	X	
The ability to work well as part of a team	X	
Be flexible in your approach to your working day	X	
A positive mindset – the ability to see the positives as well as the challenges	X	
Good team work, sharing ideas and listening to and taking on board advice given	X	
A commitment to your professional development, being willing to undertake further training and professional development to support you in the role	X	