



St Simon's Catholic Primary School Competency Person Specification

Post Title: Higher Level Teaching Assistant – Level 5

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview. Any interview questions or additional assessments (tests, presentations etc.) will be broadly based on the criteria below.

Competency	SCORE					Essential or Desirable
	0	1	2	3	4	
Education & experience:						
HLTA status OR Level 4+ qualification in Education/ childcare						Essential
GCSE grade C/4 or above in English and Maths						Essential
Experience of working with primary aged children in an educational setting						Essential
Experience of working with children with specific learning needs						Essential
Experience of working with EYFS children						Essential

Excellent classroom management & behaviour strategies						Essential
Strong ICT skills						Essential
Knowledge of relevant policies and codes of practice and awareness of relevant legislation						Essential
Technical						
Ability to work well as part of a team.						Essential
An understanding of classroom roles and responsibilities.						Essential
Ability to relate well to children and adults.						Essential
Ability to provide necessary personal care to children.						Essential
An ability to understand the principles of child development and learning processes and in particular barriers to learning.						Essential
To be responsible for promoting and safeguarding the welfare of children and young people within the school						Essential
Ability to observe, monitor and provide constructive feedback on pupils progress.						Essential
Ability to use clearly structured teaching and learning activities to interest and motivate pupils and advance pupil learning						Essential
Generic						
Is a practising Catholic						Desirable
Is willing to uphold the distinctive Catholic ethos of the Catholic school						Essential
Excellent communication and interpersonal skills						Essential
Effective Team Working						Essential

Adaptable, resilient and collaborative						Essential
Active participant in wider school life						Essential
Act with integrity, honesty, loyalty and fairness at all times.						Essential
Understands and actively supports Stockport Council's diversity and equality policy.						Essential
To meet Stockport Council's standard of attendance.						Essential
A willingness to be flexible in a changing environment						Essential

Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 - Exceptional