

Learning support

Teaching assistants (TAs)

TAs work alongside teachers in the classroom, helping pupils with their learning on an individual or group basis. Some specialise in areas such as literacy, numeracy, special education needs, music, English as an additional language, and the creative arts.

TA level 1: scale 4	Job description	Person specification
TA level 2: scale 5	Job description	Person specification
TA level 3: scale 6	Job description	Person specification
TA EAL Bi-Lingual: scale 6	Job description	Person specification
Special support assistant level 3: scale 6	Job description	Person specification

Higher level teaching assistants (HLTAs)

HLTAs are experienced teaching assistants who plan and deliver learning activities under the direction of a teacher and assess, record and report on pupils' progress. They may also manage other classroom-based staff or may supervise a class in a teacher's absence.

Senior Teaching assistant/HLTA without full performance management responsibilities: scale 7	Job description	Person specification
Senior Teaching assistant/HLTA with full performance management responsibilities: scale 8	Job description	Person specification

Nursery nurses

Nursery nurses work in co-operation with a teacher, looking after the social and educational development of children. Their work involves planning and supervising activities and keeping parents up-to-date with their child's progress.

Nursery nurse level 3: scale 6	Job description	Person specification
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Cover supervisors

Cover supervisors are suitably-trained school staff who supervise pupils when teaching staff are absent.

Cover supervisor: scale 6	Job description	Person specification
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[Career development for support staff](#)

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[School workforce development support 2025/26](#)

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