



Person Specification – Higher Level Teaching Assistant (HLTA)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE Maths/English Grade C or equivalent Level 4 HLTA Qualification Good numeracy, literacy and communication skills 	<ul style="list-style-type: none"> Further qualifications or accreditations linked to education First Aid
Experience	<ul style="list-style-type: none"> Experience of working with children in a primary school setting Experience of teaching primary age children in an HLTA role 	<ul style="list-style-type: none"> Experience of working with children across more than one Key Stage Experience of working effectively in partnership with parents Experience of and training in delivering intervention programmes and learning strategies such as Numicon, Ruth Miskin – Read, Write, Inc.
Knowledge and Understanding	<p>Know and understand about the following:</p> <ul style="list-style-type: none"> The statutory requirements and expectations concerning Safeguarding and Child Protection, Equal Opportunities, SEND and Health and Safety Child development and factors which may be a barrier to children’s learning The Early Years and the National Curriculum 	<ul style="list-style-type: none"> Understand the positive links necessary within a school, and in turn with all its stakeholders
Skills	<ul style="list-style-type: none"> Able to inspire and motivate children Able to promote positive learning behaviour and to have a positive approach to behaviour management Strong inter-personal skills to develop pupil and parental relationships Work effectively as part of a team Be organised and efficient with administrative tasks Communicate effectively to a variety of audiences Able to identify own learning needs Be competent in using basic IT packages 	<ul style="list-style-type: none"> Show evidence of commitment to taking an active part in school-life Evidence of continuous professional development and commitment to further professional development relating to career development
Personal Characteristics	<ul style="list-style-type: none"> Commitment to inclusion and equal opportunities Resilience and enthusiasm Highly motivated and able to motivate others Flexible and able to act on initiative Be willing to undertake additional training and staff development as appropriate Display enthusiasm, patience and flexibility in the post Be able to reflect on your own professional practice Demonstrate emotional intelligence 	