



Higher Level Teaching Assistant (HLTA) – Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> Recent experience of working within a Primary School environment Recent experience of working with individuals and groups and those with SEN Experience of planning and delivering learning activities Experience of using a variety of positive behavior management strategies Supporting at playtimes in a primary setting. 	<ul style="list-style-type: none"> Experience of adapting learning programmes for children with SEND Experience of teaching whole classes in both KS1 and 2. Understanding of the OPAL (Outdoor Play and Learning) programme
Qualifications	<ul style="list-style-type: none"> GCSE or equivalent, including at least a Grade 4 (previously Grade C) in English and Maths. Training or willingness to train in the relevant learning strategies, e.g. literacy 	<ul style="list-style-type: none"> HLTA or degree level Qualification First aid certificate Team Teach or equivalent Additional SEND training.
Knowledge Skills and Aptitude	<ul style="list-style-type: none"> Ability to relate well with children and adults Working knowledge of the National Curriculum and the Early Years Foundation Stage guidance. Commitment to Safeguarding Practices, policies and procedures Demonstrate an understanding of the SEND code of Practice Plan effective actions for SEND pupils, monitor and evaluate progress. Good written and oral communication skills Ability to work flexibly either on own or as part of a team Enthusiasm and ability to use initiative Use ICT effectively to support teaching and learning Willingness to work co-operatively with a wide range of professionals Willingness to undertake further appropriate training as required 	<ul style="list-style-type: none"> Ability to work with children across the primary age range
Commitments and Attributes	<ul style="list-style-type: none"> Commitment to our school ethos and values Approachable manner, reliable, conscientious, articulate, patient, resilient and kind Commitment to achieve high standards and to continuing personal and professional development Enthusiasm and drive Calm and positive approach Willingness to get involved in school life A relational approach to children and adults 	