

# Higher Level Teaching Assistant



## Person Specification

Qualifications and Training	Essential	Desirable
HLTA Status or Qualified Teacher Status	x	
Level 2 numeracy & literacy qualification or equivalent*	x	
Appropriate first aid training including paediatric first aid (full training will be provided)		x
Relevant NVQ level 4 or foundation degree		x

Experience and Skills	Essential	Desirable
Good understanding of child/young people's development and learning processes	x	
An understanding that children/Young people have differing needs and knowledge of inclusive practice	x	
Knowledge of behaviour management techniques, as well as child protection and health & safety legislation		x
Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe	x	
Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers	x	
Demonstrate strong interpersonal skills and the ability to work in a successful team	x	
Able to exercise judgement, flexibility, and confidentiality as required.	x	

Safeguarding	Essential
Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with occasional challenging behaviours and emotional resilience in working with all pupils	x
Appropriate use of authority and discipline	x

### Other Requirements

- Enhanced DBS clearance
- To be committed to the school's policies and ethos
- To be committed to Continuing Professional Development
- Motivation to work with children and young people
- Ability to use authority and maintaining discipline
- An empathy for equality & diversity

You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.

*\* It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class*