**Person Specification**

***Dobcroft Junior School***

***HLTA***

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| **CRITERIA**  | **HOW ASSESSED**  |
| **Qualification**  |
| At Higher level Teaching Assistant qualification or equivalent  | Application form  |
| **Experience**  |
| Experience of working with young people and children, including those with Special Educational Needs (SEN)  | Application form, interview, task, reference  |
| Experience of whole class teaching example providing cover for class teachers, planning and delivering lessons for PPA and cover (possible specialism in French and/or RE) | Application form |
| **Personal and Professional Skills and Attributes**  |
| Ability to engage constructively with, and relate to, a wide range of young children from different backgrounds  | Application form, task, interview  |
| Ability to undertake assessments of pupils to determine those in need of particular support  | Application form, task, interview  |
| Ability to motivate and enthuse pupils  | Application form, task, interview  |
| A commitment to high academic standards  | Application form, task, interview  |
| A commitment to high standards of pupil behaviour  | Application form, task, interview  |
| Ability to work effectively as a member of a team and display excellent interpersonal skills  | Application form, interview  |
| Good communication skills  | Application form, task, interview  |
| Highly motivated, organised and enthusiastic  | Application form, task, interview  |
| High professional and personal standards  | Application form, interview  |
| A commitment to working to strict deadlines  | Application form, interview  |
| Ability to be flexible and respond to the needs of the school on a daily basis | Application form, interview |
| A willingness to play a part in the wider life of the school  | Application form, interview |