

# Person Specification

## Higher-Level Teaching Assistant (HLTA)

	Essential	Desirable
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>• L4 Higher Level Teaching Assistant Qualification (or equivalent)</li> <li>• English and Maths Level 2 (GCSE Grade C or equivalent)</li> <li>• Evidence of continuing professional development.</li> <li>• Strong personal literacy skills</li> <li>• Good knowledge of current thinking and practice in education</li> <li>• Training in/experience of delivering a range of interventions to accelerate progress</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualification in child development/other professional qualifications.</li> <li>• First aid qualification</li> </ul>
<b>Experience, knowledge &amp; understanding</b>	<ul style="list-style-type: none"> <li>• Significant experience of teaching whole classes in a primary school setting</li> <li>• Experience of multi-disciplinary working</li> <li>• Good knowledge of current thinking and practice in education.</li> <li>• Recent and relevant experience as an effective Teaching Assistant/ HLTA demonstrating ability to meet the HLTA standards</li> <li>• Sound knowledge of provision/practice across the range of curriculum subjects</li> <li>• Knowledge and experience of teaching reading – (Phonics/Fluency etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supporting the SLT and Phase Leader through the use of specialisms in specific areas of practice</li> <li>• Experience of leading teams and improving the performance of colleagues through effective line management</li> <li>• Experience of leading training and identifying areas for development in the practice of others</li> <li>• Experience of multi-disciplinary working</li> </ul>

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	Essential	Desirable
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to influence people and lead change</li> <li>• Ability to work effectively as part of a team</li> <li>• Good understanding of curriculum development and innovation.</li> <li>• Knowledge of successful strategies for improving the quality of provision and pupils' learning and progress.</li> <li>• Knowledge of assessment practice and pupil tracking, with specific knowledge of Key Stage 1 and 2</li> <li>• A good understanding of the features of high-quality pedagogy and practice for children and young people with learning difficulties and disabilities.</li> <li>• Strong behaviour management and a detailed understanding of positive behaviour approaches</li> <li>• Clear commitment to safeguarding and ensuring the safety and wellbeing of all children</li> </ul>	<ul style="list-style-type: none"> <li>• Extended level of ICT knowledge and skills.</li> </ul>
<b>Personal qualities and attributes</b>	<ul style="list-style-type: none"> <li>• Good communication skills.</li> <li>• Humility, resilience and optimism</li> <li>• The ability to inspire and motivate other people.</li> <li>• Honesty and integrity.</li> <li>• Calm under pressure and able to adapt to change quickly.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to further career development.</li> </ul>
<b>Attendance</b>	<ul style="list-style-type: none"> <li>• A good attendance record in current employment, (not including absences due to disability)</li> </ul>	