



Person Specification: Higher Level Teaching Assistant

The Directors and staff at the LFLT schools are committed to safeguarding and promoting the welfare of children and expect all staff, volunteers and visitors to share this commitment.

The Trust is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE grade C or above in English and Maths Qualified to at least NVQ level 4 or equivalent in relevant subject 	<ul style="list-style-type: none"> Certificate or Diploma in Childcare and/or Education Education beyond GCSE level First Aid Training Qualified HLTA status
Experience	<ul style="list-style-type: none"> Proven experience working with or caring for primary school aged children Delivering interventions with individuals and small groups of children Worked with children with additional needs 	<ul style="list-style-type: none"> Previous experience of working as a HLTA or considerable experience as a Teaching Assistant Experience of working with large groups of children Experience of delivering phonics Experience of supporting Writing/Maths Evidence of mentoring skills at a level relevant to this role
Knowledge and Understanding	<ul style="list-style-type: none"> Understanding of child development and how it affects learning Knowledge of intervention strategies used with underachieving and/or pupils with special needs Appropriate awareness of data protection, security and confidentiality 	<ul style="list-style-type: none"> Knowledge of implementing the National Curriculum and other basic learning programmes Ability to work across Foundation Stage and KS1
Skills	<ul style="list-style-type: none"> Appropriate IT skills 	
Personal Characteristics	<ul style="list-style-type: none"> Maintains confidentiality Ability to work as part of a team 	<ul style="list-style-type: none"> Ability to organise, lead and motivate a team

	<ul style="list-style-type: none">• Has a calm and empathic approach• Demonstrates enthusiasm for teaching and learning activities• Ability to adapt to a variety of situations• Demonstrates initiative in working with pupils and staff in the classroom• Positive attitude• Willingness to learn and develop skills	<ul style="list-style-type: none">• Willingness to contribute to whole school life, including extra-curricular activities and school events
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