

Person Specification

Higher Level Teaching Assistant (HLTA)

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

	<p>innovation.</p> <ul style="list-style-type: none"> • Knowledge of successful strategies for improving the quality of provision and pupils' learning and progress. • Knowledge of assessment practice and pupil tracking, with specific knowledge of EYFS, Key Stage 1 and 2. • A good understanding of the features of high-quality pedagogy and practice for children and young people with learning difficulties and disabilities. • Strong behaviour management and a detailed understanding of positive behaviour approaches. • Clear commitment to safeguarding and ensuring the safety and wellbeing of all children. 	
Personal Qualities and Attributes	<ul style="list-style-type: none"> • Good communication skills. • Humility, resilience and optimism. • The ability to inspire and motivate other people. • Honesty and integrity. • Calm under pressure and able to adapt to change quickly. 	
Commitment	<ul style="list-style-type: none"> • Commitment to further career development. 	
Attendance	<ul style="list-style-type: none"> • A good attendance record in current employment, <i>(not including absences due to disability)</i>. 	

****The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***