

Pioneer Educational Trust Person specification: Higher Level Teaching Assistant		
Section	Essential Criteria	Desirable Criteria
Education & Qualifications	Level 2 in Maths & English (or equivalent)	First Aid qualification (or commitment to securing a qualification)
	A relevant qualification in education, childcare, or special educational needs (e.g., NVQ Level 3 in Learning Support, Working with Children).	
	Evidence of continuing professional development (CPD)	
	Evidence of professional development about Cognition and Learning (or commitment to undertake)	
Experience	Experience working with children or young people with special educational needs and disabilities	Experience of working in an educational setting
		Experience of planning and leading teaching and learning activities
Knowledge	Knowledge of how statutory and non-statutory frameworks for the school curriculum relate to the age and ability ranges of the pupils	Understanding of effective teaching methods
	Knowledge of how to support pupils in accessing the curriculum in accordance with the SEND code of practice	
	Knowledge of how the school curriculum relates to the age and ability ranges of the learners being supported	
	Knowledge of HLTA standards and be able to demonstrate them in practice	
	Basic understanding of common disabilities and developmental disorders, including autism, dyslexia, ADHD, and sensory impairments.	
Skills	Competent use of Microsoft packages such as Word, Outlook, Excel and PowerPoint	
	Active listening skills	
	Able to communicate concisely, orally and in writing to a wide range of individuals/organisations with the ability to build rapport with pupils, parents and colleagues	
	Able to organise work independently and in collaboration with others	
Professional behaviours	Be prepared to work flexibly to respond to the changing requirements of the role and the individual needs of pupils.	
	Able to manage effectively a varied and agile workload	
	Commitment to the highest standards of child protection, understanding of safeguarding responsibilities and to follow Pioneer's safeguarding policies and to the Trust's ethos, aims and its whole community	
	Promote, demonstrate and embed equality, diversity, inclusion and belonging as an integral aspect of supporting pupils with diverse learning needs	

	Demonstrate integrity and credibility	
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