

# Person Specification

## Higher Learning Teaching Assistant (HLTA)

Criteria	Essential	Desirable
<b>Qualifications</b>		
Relevant NVQ Level 3 or equivalent	X	
Level 2 qualification or equivalent in English & Mathematics	X	
Appropriate First Aid training		X
<b>Knowledge and Experience</b>		
Appropriate experience working with young people in an education setting	X	
Experience of delivering evidence-based interventions that accelerate learning	X	
Knowledge of behaviour management techniques	X	
Good understanding of young people's development and learning processes	X	
Using expertise to plan sequences of learning to support student progress	X	
An understanding that young people have differing needs and knowledge of inclusive practice	X	
Knowledge of Child Protection policies and procedures		X
Knowledge of Health and Safety legislation		X
<b>Personal Qualities, Skills and Attributes</b>		
Good written and verbal communication skills	X	
Demonstrate IT skills and ability to use them as part of learning process, or the ability to develop IT skills in a reasonable time-frame.	X	
Emotional resilience in working with challenging behaviours and attitudes	X	
Ability to gain respect from young people to maintain discipline	X	

Ability to demonstrate a range of behaviour management strategies.	X	
Good interpersonal skills	X	
Ability to work successfully in a team	X	
Able to exercise reflective judgement	X	
Confidentiality	X	
Able to work flexibly	X	
Creativity		X