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**HLTA Level 4 Person Specification**

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|  | **Category** | **A = Application****I = Interview****R = Reference** |
| **Experience*** Previous employment/experience in a school setting
* Experience of working in EYFS, KS1 and KS2
* Experience of working with pupils with Special Educational Needs
 | EED | A/I/RA/I/RA/I/R |
| **Qualifications*** NVQ Level 4 for Teaching Assistants or equivalent
* GCSE Maths and English – Grade C or above
* First Aid Qualification
* Further qualifications
 | EDDD | AAAA |
| **Training*** Have an awareness of Child Protection and Safeguarding issues
* Training in phonics and delivery of intervention strategies in KS1/KS2
 | EE | A/IA/I |
| **Skills, abilities and specialist knowledge** * Excellent Literacy and Numeracy Skills
* Effective user of ICT to support learning
* Knowledge and experience of delivering programmes of intervention
* A willingness to learn new skills
* Good understanding of the National and Foundation Stage Curriculum and other learning programmes/strategies
* Understanding of the principles of child development and learning
* Ability to plan and deliver learning activities, groups and whole classes (PPA cover)
 | EEEEEEE | A/I/RA/I/RA/I/RA/I/RA/I/RA/I/RA/I/R |
| **Key aptitude and personal qualities*** Able to work effectively as member of a team
* Ability to relate well to children and adults
* Good communication skills
* Ability to self-evaluate learning needs and actively seek learning opportunities
* Understand classroom roles and responsibilities and your own position within these
 |  E E E E E  | A/I/RA/I/RA/I/RIA/I/RA/I/R |

## Category

**E** = Essential, without which the candidate would be unable to carry out duties of post

## D = Desirable