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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 | | | E  E  D | A/I/R  A/I/R  A/I/R | | |
| **Qualifications**   * NVQ Level 4 for Teaching Assistants or equivalent * GCSE Maths and English – Grade C or above * First Aid Qualification * Further qualifications | | | E  D  D  D | A  A  A  A | | |
| **Training**   * Have an awareness of Child Protection and Safeguarding issues * Training in phonics and delivery of intervention strategies in KS1/KS2 | | | E  E | A/I  A/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) | | | E  E  E  E  E  E  E | A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/I/R  A/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/R  A/I/R  A/I/R  I  A/I/R  A/I/R | | |

## Category

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

## D = Desirable