

# Person Specification

## Higher Level Teaching Assistant (HLTA)

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

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

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

