



PERSON SPECIFICATION – Higher Level Teaching Assistant (Supervisory)

Person Specification	Essential	Desirable	Recruiting Method
Education and Training	<p>Excellent numeracy and literacy skills.</p> <p>Meet the HLTA standards through completion of the recognised HLTA training and assessment routes</p>	<p>Working towards attainment of a recognised teaching qualification</p>	<p>Application</p> <p>Certificates</p>
Skills and Experience	<p>Experience of working in an EYFS or KS1 classroom.</p> <p>Experience of supervising staff or colleagues</p> <p>Good listening & communication skills</p> <p>Pro-active and driven to achieve the best outcomes for all pupils</p>	<p>Experience of teaching Little Wandle</p> <p>Experience of teaching in a mixed age class</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
Specialist Knowledge and Skills	<p>Ability to build excellent, positive working relationships with both pupils and adults</p> <p>Working knowledge of the EYFS statutory framework.</p> <p>Ability to manage groups of pupils inline with the schools high expectations of behaviour and the school policy</p> <p>Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Demonstrates an awareness, understanding and commitment to equal opportunities</p>	<p>Relevant experience to include providing specialist support within certain areas of the curriculum, or with specialist pupil groups</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
Behaviours and Values	<p>Have high expectations of children with a commitment to helping them fulfil their potential</p> <p>Effective team player based on trust and mutual respect</p> <p>Patience and empathy</p> <p>A 'sweat the small stuff' outlook</p>		<p>Application</p> <p>Interview</p> <p>Assessment</p>

	Demonstrate commitment to collaborative and cooperative working with colleagues Improve own knowledge & practice including responding to advice & feedback		
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The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.