



Person Specification: HLTA

HLTA: PERSON SPECIFICATION				
	Essential	How tested	Desirable	How tested
Qualifications/ Training	Gained HLTA qualification and status (or will have by September 2021).	AF	A degree or equivalent.	AF
	Qualifications in English/ Mathematics, equivalent to at least Level 3 of the National Qualification Framework.			
	Evidence of participation in INSET.	AF		
Experience	Previous experience working as a HLTA in a primary school with children across key stages.	AF	Experience of working as a HLTA for more than 1 year.	AF
	Experience of managing and co-ordinating support staff. Experience of managing teaching resources.	AF/I		

HLTA: PERSON SPECIFICATION

	Essential	How tested	Desirable	How tested
Special Skills and Attributes	<p>Knowledge of safeguarding and procedures</p> <p>Knowledge and understanding of a broad, balanced and relevant curriculum.</p> <p>Ability to organise and implement planning.</p> <p>A secure understanding of the processes by which children learn.</p> <p>Ability to differentiate the curriculum to meet the needs of all achievers.</p> <p>Understanding and use of assessment to inform future learning and planning.</p> <p>The promotion of good behaviour through self-discipline.</p> <p>Positive approach to behaviour management.</p>	AF/I	<p>A well-developed knowledge of a particular curriculum or specialist area.</p> <p>An understanding of a whole school approach to improvement and raising standards.</p> <p>Knowledge of SEND Code of Practice.</p> <p>Has an understanding how to support children who have English as an Additional Language.</p> <p>Competent in the use of IT across the curriculum.</p>	AF/I
Social Skills	<p>A willingness to develop the school's Christian ethos.</p> <p>Commitment to quality learning and high standards.</p> <p>Understand the importance of involving parents in their child's education.</p> <p>Flexible approach to work.</p> <p>Creative thinker.</p> <p>Ability to embrace change with enthusiasm and a positive outlook.</p> <p>Good written and verbal communication.</p>	AF/I		

AF = Application Form

I = Interview and other activities