HLTA Person Specification

Skills set	Attributes	Essential	Desirable
Education and qualification	Hold a HLTA qualification or undertake this qualification within 12 months	✓	
	Evidence of commitment to continual professional development	✓	
	Hold a level 2 or above (Grade C or above) in Maths and English, or equivalent	✓	
Experience	Experience of managing, covering and delivering lessons across the Primary phase, without supervision of the teacher	✓	
	Good knowledge of the Primary Curriculum and an ability to support the development and implementation of a diverse, flexible curriculum and an effective assessment framework	✓	
	Experience of supporting pupils in the primary phase, ideally in Key Stage 2, Key Stage 1 and EYFs	✓	
	Experience and knowledge of working with and supporting pupils in Phonics		✓
	Experience of working with and teaching individuals, groups and whole classes	✓	
	Working with children who have special educational needs and EAL	✓	
	Leading or managing other support staff		✓
Skills, knowledge and attributes	Have effective oral and written communication skills	✓	
	Knowledge of working with curriculums across the primary phase, ideally in Key Stage 2, Key Stage 1 and EYFs	✓	
	Managing behaviour with effective behaviour management strategies and knowledge and application of our SPA Behaviour Policy	✓	
	Ability to secure high expectations of achievement, attendance and behaviour and an ethos where all children are valued, can contribute and achieve success.	✓	
	Effective communication skills - clarity of thoughts, actions and ability to verbalise these as required	✓	
	Form effective professional relationships to work as a team	✓	
	Be able to work independently and remain calm under pressure to adapt to change quickly	✓	