

Job Title: HLTA

Grade: BG9

ESSENTIAL (Must have)	DESIRABLE (Should have)	ADVANTAGEOUS (Could have)
<p>Knowledge & Experience</p> <p>Awarded HLTA status and/or experience of working as a HLTA for a minimum of 12 months</p> <p>Familiarity with the school curriculum as well as the age-related expectations of pupil in Reception, KS1 & KS2</p> <p>Skills of empathy, listening, communication and responding with appropriate language to build rapport with children and carers from a variety of ages, abilities and backgrounds</p> <p>Demonstrable understanding of the aims, content, teaching strategies and intended outcomes of lessons and teaching programmes</p> <p>How to use ICT to advance pupil's learning and can use common ICT tools</p> <p>Demonstrable awareness of a range of methods to establish a purposeful learning environment and to promote good behaviour by pupils</p>	<p>Knowledge & Experience</p> <p>Understanding of how different children develop and learn and the experience to identify and apply appropriate processes to achieve progression</p> <p>Understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment</p> <p>Qualified first aid certificate</p> <p>Capability to understand and apply relevant aspects of the National Curriculum to their field of work</p>	<p>Knowledge & Experience</p> <p>Previous, varied experience of working with children in a range of educational settings</p> <p>The capability to develop and promote school procedures and policies to maintain an updated capacity for the organisation to adapt to changes</p>
<p>Abilities & Aptitudes</p> <p>Ability to demonstrate sufficient knowledge, expertise and awareness of the pupils' curriculum to work effectively with teachers as part of a professional team</p> <p>Ability to demonstrate how to use skills, expertise and experience to advance pupils' learning</p> <p>Ability to demonstrate effective working with individual pupils, small groups and whole classes under the direction and supervision of a qualified teacher</p> <p>Ability to contribute to a range of teaching and learning activities in areas of expertise</p> <p>Demonstrable skills in planning, monitoring, assessment and class management</p>	<p>Abilities & Aptitudes</p> <p>The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team</p> <p>Ability to work on own initiative, including recognition of the appropriate level at which to refer issues elsewhere for effective resolution</p>	<p>Abilities & Aptitudes</p> <p>Demonstrable commitment to raising the standards of educational achievement of all pupils, respecting their social, cultural, linguistic, religious and ethnic backgrounds</p> <p>Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and are concerned for their development as learners</p> <p>Ability to liaise sensitively and effectively with parents and carers, recognising their roles in pupils' learning</p> <p>Ability to improve own practice and knowledge, including through observation, evaluation and discussion with colleagues</p>

Waycroft MAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the successful candidate is subject to an enhanced Disclosure and Barring Service Check.