



Waynflete Infants' School

Academy for Early Learning

PERSON SPECIFICATION: HIGH LEVEL TEACHING ASSISTANT

The Academy prides itself on its passion for early year's education. Our success has been built on excellence in teaching and learning which is underpinned by a range of dedicated professionals who are committed to always achieving the very best they can. The children in our care are at the very heart of our school community, and we want to recruit staff who share this ethos and strive to ensure every child achieves to their full potential.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to demonstrably share this commitment

	ESSENTIAL	DESIRABLE
Experience	<ul style="list-style-type: none"> • Experience of working to support children's learning in an infant or a primary school. • Experience of delivering learning to a class 	<ul style="list-style-type: none"> • Previous HLTA experience
Qualifications and Training	<ul style="list-style-type: none"> • NVQ level 4 or equivalent in a relevant subject OR • HLTA status OR • Substantial experience of work in related field and completion of in-house personal development courses within a similar role • Grade C GCSE or equivalent in English • Grade C GCSE or equivalent in Maths 	<ul style="list-style-type: none"> • Paediatric First Aid trained • Recent training in Child Protection
Knowledge and Understanding	<ul style="list-style-type: none"> • An understanding of child development • A good understanding of learning processes/styles • Understanding of statutory framework relating to teaching • Effective use of ICT to support learning 	<ul style="list-style-type: none"> • Working knowledge of synthetic phonics especially RWI • Knowledge of using Kapow Primary
Skills	<ul style="list-style-type: none"> • Can identify and overcome barriers to learning • Requires minimum supervision • Able to quickly adapt to changing situations within the school environment 	<ul style="list-style-type: none"> • Specialist skill/subject



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	<ul style="list-style-type: none"> • Able to work with others to resolve differences of opinion and resolve conflict • Can develop good, appropriate relationships with children and staff and stakeholders • Actively contribute to a happy, safe and supportive environment • Ability to work in an organised way, co-ordinating with other staff members • Able to work within a team and is flexible to change • Strong behaviour management skills • Able to speak English spontaneously, fluently and precisely with a good command of native expressions and colloquialisms 	
Personal attributes and qualities	<ul style="list-style-type: none"> • Value the diversity of individuals • Proactively seek opportunities to increase job knowledge and understanding and be accountable for own development • Accepts support and quickly implements change • Ability to communicate in a positive, effective and appropriate manner • Adaptable • Commitment to engage with the values of the school • Friendly • Approachable 	