

Person Specification

Higher Learning Teaching Assistant (HLTA)

Criteria	Essential	Desirable
Qualifications		
Relevant NVQ Level 3 or equivalent	Х	
Level 2 qualification or equivalent in English & Mathematics	X	
Appropriate First Aid training		Х
Knowledge and Experience		
Appropriate experience working with young people in an education setting	Х	
Experience of delivering evidence-based interventions that accelerate learning	Х	
Knowledge of behaviour management techniques	Х	
Good understanding of young people's development and learning processes	X	
Using expertise to plan sequences of learning to support student progress	Х	
An understanding that young people have differing needs and knowledge of inclusive practice	X	
Knowledge of Child Protection policies and procedures		X
Knowledge of Health and Safety legislation		Х
Personal Qualities, Skills and Attributes		
Good written and verbal communication skills	X	
Demonstrate IT skills and ability to use them as part of learning process, or the ability to develop IT skills in a reasonable time-frame.	Х	
Emotional resilience in working with challenging behaviours and attitudes	X	
Ability to gain respect from young people to maintain discipline	X	- 000



	117	
Ability to demonstrate a range of behaviour management strategies.	Х	
Good interpersonal skills	Х	
Ability to work successfully in a team	Х	
Able to exercise reflective judgement	Х	
Confidentiality	Х	
Able to work flexibly	Х	
Creativity		Х