



**Person Specification**

**Higher Level Teaching Assistant (HLTA) – Early Years Foundation Stage**

Criteria	Essential	Desirable
<b>Qualifications &amp; Training</b>	HLTA status or equivalent experience GCSE English and Maths Grade C/4 or above (or equivalent) Commitment to ongoing professional development	Paediatric First Aid qualification Relevant Early Years qualification Training in speech and language, phonics or SEND
<b>Experience</b>	Significant experience working in EYFS Experience supporting teaching and learning in a primary school Experience working with children with a range of needs, including SEND and EAL Experience delivering small-group interventions	Experience across both Nursery and Reception Experience leading an aspect of provision or intervention Experience supporting parental engagement Experience using online assessment systems such as Tapestry
<b>Knowledge &amp; Understanding</b>	Strong understanding of the EYFS Framework and child development Understanding of effective continuous provision and play-based learning Knowledge of early phonics, communication and language development Understanding of safeguarding and child protection responsibilities Understanding of positive behaviour support and emotional regulation strategies	Knowledge of current Early Years research and best practice Understanding of trauma-informed or attachment-aware approaches Knowledge of speech and language interventions Knowledge of outdoor learning approaches

**Skills & Abilities**

Ability to support high-quality teaching and learning

Ability to lead learning for groups of pupils independently

Ability to create engaging and stimulating learning environments

Strong interpersonal and communication skills

Ability to build positive relationships with children, families and staff

Ability to work collaboratively as part of a team

Ability to organise resources and manage time effectively

Ability to observe, assess and contribute to planning next steps

Ability to lead staff training or model practice

Ability to contribute to provision development strategically

**Personal Qualities**

Warm, nurturing and enthusiastic approach with children

High expectations for all children

Flexible, proactive and solution-focused

Reflective and committed to continual improvement

Calm, patient and professional

Commitment to inclusion, equality and safeguarding

Passion for Early Years education and child development