



**PERSON SPECIFICATION
HLTA**

Minimum Essential Requirements	Method of Assessment
Full working knowledge of relevant policies/codes of practice/legislation	Application form, Interview
Working knowledge and experience of implementing national/foundation stage curriculum and other relevant learning programmes/strategies	Interview
Good understanding of child development and learning processes	Interview
Understanding of statutory frameworks relating to teaching	Interview
Constantly improve own practice/knowledge through self-evaluation and learning of others	Interview
Ability to relate well to children and adults	Interview
Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	Interview
Can use ICT effectively to support learning	Interview
Has sound speaking and listening skills to extend language in discussion	Interview
Can plan, implement and evaluate learning activities	Interview
Can undertake pupil assessment	Interview
Can manage the behaviour of pupils in a reasonable manner	Application form, Interview
Has a caring positive attitude towards pupils' welfare	Interview
Has an awareness of pupils with special educational needs	Interview

Can maintain trust and confidentiality where appropriate	Interview
Can assist the school in forming a partnership with parents	Application form, Interview
Has practical and organisational skills to contribute to prepare and manage educational resources	Application form, Interview
Can complete and maintain pupils' records	Interview
Experience, qualifications and training (if any)	
Meet Higher Level Teaching Assistant standards or equivalent qualifications or experience	Application form
Training in the relevant strategies, e.g. literacy	Application form
Excellent Numeracy/literacy skills – equivalent to NVQ Level 2 in English and Maths	Application form
Experience working with children of relevant age in a learning environment	Application form, Interview
Specialist skills/training in curriculum or learning area, e.g. bilingual, sign language, ICT	Application form, Interview
Work related circumstances	
Can maintain personal presentation that sets high standards for the pupils	Application form, Interview
Can work within the Academy Policies to do with Equal Opportunities, Child Protection, Health & Safety, Finance and Smoking etc.	Application form, Interview