



Higher Level Teaching Assistant

Person Specification

Qualifications and other required skills	Essential	Desirable	Stage identified
Higher Level Teaching Assistant standard (or willingness to achieve status with an agreed timescale) Must meet the professional standards for HLTA	X		Application Interview
Excellent literacy and numeracy skills (equivalent to NVQ Level 2 in English & Maths)	X		Application Interview
Experience of working in a SLD School or Specialist Setting	X		Application Interview
Ability to lead and direct the work of others	X		Application Interview
Specialist skills / training in curriculum or therapeutic interventions (eg Read, Write Inc, MOVE, Communication, Sensory Integration, Positive Behaviour Support)	X		Application Interview
Experience delivering small group or 1:1 intervention with pupils	X		Application Interview
Good understanding of child development and learning processes	X		Application Interview
Ability to relate well to children and adults	X		Application Interview
Communicate effectively to a wide range of audiences (verbal, written, using ICT as appropriate)	X		Application Interview
Ability to organise, lead and motivate a team. Be an effective team player who works collaboratively and effectively with others	X		Application Interview
Be able to remain calm in stressful situations, risk assessing need and adapting plans in response to changing situations	X		Application Interview
Genuine commitment to delivering the best outcomes for all pupils at Millstead, promoting the ethos and high aspirations of the school leaders	X		Application Interview
Deal successfully with situations that may include difficult conversations and conflict resolution		X	Application Interview
Be physically fit and have high emotional resilience	X		Application Interview References
Take responsibility for own professional development, and the development of others	X		Application Interview

N.B. candidates who apply for this post will be asked to write a personal statement to show how they meet the selected criteria and how their examples demonstrate impact.

Additionally, the interview process will involve lesson observation and a moderation exercise.