



Headteacher: Mr D. Stitcher BA (Hons), PGCE (Dist.), NPQH  
Deputy Headteacher: Ms V. Moore BEd (Hons), NPQH

### HLTA / Teaching and Learning Assistant Level 2 – Person Specification

Criteria	Essential or Desirable	Evidence: Application (A) Interview (I) Reference (R)
<b>QUALIFICATIONS</b>		
Level 4 HLTA Certificate / Diploma	E	A
<b>EXPERIENCE</b>		
of supporting children in a primary school setting	E	A
of supporting children with SEND	D	A/I
of supporting children with EAL	D	A/I
of working with children in KS1 and KS2	D	A/I
of supporting pupils with challenging behaviour	D	A/I
of working as a team	E	A/I
<b>KNOWLEDGE / SKILLS / ABILITIES</b>		
To be able to respond to the needs of all children	E	A/I
Ability to motivate pupils and staff, leading by example	E	A/I
Ability to work as part of a team	E	A/I
Good communication skills	E	A/I
Ability to supervise and assist pupils	E	A/I
Ability to deliver intervention programmes to groups of children	D	A/I
Suggest alternative ways of helping children if they do not understand	D	A/I
Good organisational skills	E	A/I
Good communication skills	E	A/I
Outstanding behaviour management	E	A/I/R
Knowledge of classroom roles and responsibilities	E	A/I
Knowledge of GDPR	D	A/I
First Aid certificate	D	A/I
Flexible attitude to work	E	A/I
Experience of supporting children in the primary age range.	E	A/I
Experience of working alongside a child to support planning	D	A/I
Commitment to safeguarding and protecting the welfare of children and young people	E	A/I
Confident	E	A/I
Enthusiastic	E	A/I
<b>OTHER</b>		
Commitment to undertake in-service development (CPD)	E	A/I
Empathy towards different cultures, religions and social backgrounds	E	A/I
Calmness	E	A/I
Be proactive and able to sustain and develop the Christian ethos related to school	E	A/I
Knowledge of the Christian faith and its application to British Values.	E	A/I