



**PERSON SPECIFICATION – Higher Level Teaching Assistant (Supervisory)**

Person Specification	Essential	Desirable	Recruiting Method
<b>Education and Training</b>	<p>Attainment of GCSEs grade C/level 2 or above in English &amp; Maths</p> <p>Meet the HLTA standards through completion of the recognised HLTA training and assessment routes</p>	<p>Working towards attainment of a recognised teaching qualification</p>	<p>Application</p> <p>Certificates</p>
<b>Skills and Experience</b>	<p>Good standard of practical knowledge, skills and experience of working with pupils within a learning environment</p> <p>Experience of supervising staff or colleagues</p> <p>Good listening &amp; communication skills</p> <p>ICT skills – able to support learning through ICT</p>	<p>Relevant experience to include providing specialist support within certain areas of the curriculum, or with specialist pupil groups</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
<b>Specialist Knowledge and Skills</b>	<p>Working knowledge of implementing relevant learning programmes</p> <p>Knowledge of statutory frameworks relating to teaching</p> <p>Practical skills relating to planning and utilising individual learning programmes</p> <p>Demonstrates an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Demonstrates an awareness, understanding and commitment to equal opportunities</p>	<p>Relevant experience to include providing specialist support within certain areas of the curriculum, or with specialist pupil groups</p>	<p>Application</p> <p>Interview</p> <p>Assessment</p>
<b>Behaviours and Values</b>	<p>Have high expectations of children with a commitment to helping them fulfil their potential</p> <p>Establish fair, respectful, trusting, supportive &amp; constructive relationships with children</p> <p>Demonstrate the positive values, attitudes &amp; behaviour they expect from children</p>		<p>Application</p> <p>Interview</p> <p>Assessment</p>

	<p>Communicate effectively &amp; sensitively with children, parents &amp; carers</p> <p>Recognise &amp; respect the contribution that parents &amp; carers can make to the development &amp; well-being of children</p> <p>Demonstrate commitment to collaborative and cooperative working with colleagues</p> <p>Improve own knowledge &amp; practice including responding to advice &amp; feedback</p>		
--	--	--	--

The Trust is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities.