



PERSON SPECIFICATION – Higher Level Teaching Assistant (Non-Supervisory)

Person Specification	Essential	Desirable	Recruiting Method
Education and Training	<p>Attainment of GCSE's grade C/level 2 or above in English & 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>
Skills and Experience	<p>Good standard of practical knowledge, skills and experience of working with pupils within a learning environment</p> <p>Good listening & communication skills</p> <p>ICT skills – able to support learning through ICT</p> <p>Organisational skills</p> <p>Able to prioritise between different demands</p> <p>Able to work to deadlines</p> <p>Self-motivated, and able to work in a team</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>
Specialist Knowledge and Skills	<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>
Behaviours and Values	<p>Effective team player</p> <p>Trust and Integrity</p>		<p>Application</p> <p>Interview</p> <p>Assessment</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.