



*'Empowering life-long learners'*

<b>Person Specification for HLTA (Higher level Teaching Assistant)</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications/ Training</b>	<p>GCSE or equivalent level, including at least a Grade 4 (previously Grade C) in English and maths</p> <p>Excellent spoken English</p>	<p>Evidence of study and qualification in child development, childhood studies or similar</p> <p>Evidence of continuing professional development including to A Level or degree standard</p> <p>First-aid training, or willingness to complete it</p> <p>HLTA accreditation</p>
<b>Experience</b>	<p>Experience of working within a school environment to support whole classes, groups and individuals</p> <p>Experience of planning and leading teaching and learning activities (under supervision)</p>	<p>Previous experience of HLTA role or cover teacher</p>
<b>Knowledge and Understanding</b>	<p>Understanding of how to support and challenge learners</p> <p>Knowledge and understanding of different learning styles</p> <p>Good ICT skills, particularly using ICT to support learning</p> <p>Knowledge and understanding of how to support pupils with SEND.</p> <p>Knowledge of how to help adapt and deliver support to meet individual needs</p> <p>Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils</p> <p>Excellent verbal communication skills</p> <p>Active listening skills</p> <p>Knowledge of guidance and requirements around safeguarding children</p> <p>Understanding of effective teaching methods</p>	<p>Knowledge of child development and the importance of play</p> <p>Qualification in childhood studies</p>

<p><b>Practical Skills</b></p>	<p>High standards with regard to teaching and learning          Good organisational skills          Range of strategies to promote good or better learning          Ability to form positive, appropriate relationships with children          Ability to manage whole class groups as well as small groups and/or individuals          Ability to reflect on and develop own practice          Ability to work in a team but also under own initiative          Ability to provide a stimulating and attractive learning environment</p>	
<p><b>Personal Attributes and Qualities</b></p>	<p>Committed, hardworking and enthusiastic disposition          Lots of energy          High expectations of themselves, other adults and pupils          Ability to work well within a team          Ability to relate well to others          Willingness to share ideas and learn from others          Be flexible and prepared to go that extra mile, without being asked, when it's needed          Able to respect confidentiality and act professionally with others, including colleagues, parents and carers          Ability to be proactive and show initiative          Demonstrate a good sense of humour          Good sense of punctuality          Sensitivity and understanding, to help build good relationships with pupils          A commitment to getting the best outcomes for all pupils, and promoting the ethos and values of the school          Commitment to safeguarding pupil's wellbeing and equality          Resilient, positive, forward looking and enthusiastic about making a difference          Capacity to inspire, motivate and challenge children and young people</p>	<p>Possess a specialism in a curriculum area eg Maths/Art/Music</p>