# Person specification: Whinless Down Academy Trust – HLTA

|  |  |  |
| --- | --- | --- |
| Criteria | Essential | Desirable |
| **Qualifications** | * GCSEs Maths/English – Grade C or equivalent and above * HLTA Qualification or relevant experience | * A-Levels / Degree * First Aid at Work |
| **Experience** | * Experience of working in a classroom setting for at least 3 years * Teaching individuals, groups and whole classes * Experience of covering classes in the absence of a class teacher * Working with children with a variety of additional needs | * KS1/KS2 experience * Leading/Managing other support staff * Training or expertise in a relevant curriculum area (eg maths, Computing, English, Science) |
| **Skills and knowledge** | * Knowledge of the Primary National Curriculum * An understanding of the HLTA Standards * Ability to communicate effectively, supporting pupils’ language development * Ability to form effective professional relationships and working in a team * Good organisational and time management skills * Sound computer skills * Adaptable and flexible * Be able to work independently | * Coaching skills supporting the development of independent learning in children |
| **Personal qualities** | * Positive and enthusiastic approach that influences your work and that of others * Commitment to safeguarding and equality * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times and a knowledge of GDPR * Being a reflective practitioner that is open to challenge and change | * Being prepared to support activities that may fall outside the normal school day |