Person specification: Whinless Down Academy Trust – HLTA

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| 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
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| **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)
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| **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
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| **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
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