



## HLTA Person Specification

|                             | Essential  | Desirable  |
|-----------------------------|--|--|
| <b>Qualifications</b>       | <p>Meet Higher Level Teaching Assistant standards or equivalent qualification</p> <p>Excellent numeracy/literacy skills – equivalent to NVQ level 3 in English and Maths</p> <p>GCSEs in English and Maths</p> <p>Training in relevant teaching and learning strategies.</p> | <p>Specialist skills/training in curriculum or learning area</p> <p>A suitable academic qualification or looking to undertake training for such a qualification</p> <p>At least one A level in a relevant academic subject</p> |
| <b>Experience</b>           | <p>Able to demonstrate ability to work constructively individually and as part of a team</p> <p>Ability to understand classroom roles and responsibilities</p> <p>A large amount of experience with dealing with children with a range of educational needs.</p>             |  |
| <b>Knowledge and Skills</b> | <p>An understanding of the National Curriculum .</p> <p>Able to communicate effectively with pupils and staff</p> <p>Use of ICT effectively to support learning</p> <p>Full working knowledge of relevant policies/codes of practice/legislation</p>                         | <p>Understanding of statutory frameworks relating to teaching</p>  |

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|---------------------------------|--|--|
|                                 | <p>Good understanding of child development and learning processes</p> <p>Constantly improve own practice/knowledge through self-evaluation and learning from others</p> <p>Work constructively as part of a team, understanding classroom roles and responsibilities</p> |  |
| <b>Personal characteristics</b> | <p>Hard working</p> <p>Practical</p> <p>Reliable</p> <p>Work as part of a team</p> <p>Adaptable</p>  |  |