



Barnsole Primary School Person Specification – HLTA

Requirement	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Previous experience of working as a Teaching Assistant • Equivalent to level 2 in English and Maths • Specialist skills or training in a curriculum area 	<ul style="list-style-type: none"> • Higher Level Teaching Assistant status • Degree level qualification • First Aid qualification
Professional knowledge and experience	<ul style="list-style-type: none"> • A sound understanding of the National Curriculum and the Early Years Foundation Stage • A knowledge of safeguarding processes • Experience of delivering agreed learning activities • Ability to provide relevant feedback to colleagues • Promoting positive behaviour for learning 	<ul style="list-style-type: none"> • Training in relevant learning strategies • Understanding of SEND • Ability to adjust learning activities according to pupil response
Personal qualities and skills	<ul style="list-style-type: none"> • Ability to respect confidentiality • Excellent organisational skills • Ability to relate well to children and adults • Ability to work on own initiative, selecting and preparing the necessary resources to lead learning activities • Responsibility for self-development 	<ul style="list-style-type: none"> • Aspiration to become a qualified teacher • Prepared to contribute to the wider life of the school.

Evidence that candidates meet the essential requirements will be considered during short-listing from the application form and any personal statement provided. At interview candidates will be expected to answer questions about their professional knowledge and experience, along with personal qualities and skills. The interview will also explore issues relating to safeguarding and promoting the welfare of children.