



PERSON SPECIFICATION
POSITION: HIGHER LEVEL TEACHING ASSISTANT

CRITERIA	ESSENTIAL/DESIRABLE	WHERE MEASURED
<p><u>EXPERIENCE</u></p> <ul style="list-style-type: none"> • Experience of working as a HLTA in a school environment or other educational setting • Experience of working with primary school children • Experience of planning and delivering learning activities • Experience of planning and leading teaching and learning activities (under supervision) • The ability to implement a range of Teaching and Learning strategies • Be self-driven & pro-active 	<p style="text-align: center;">Desirable</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Essential</p>	<p>Application Form/Interview</p>
<p><u>Qualifications</u></p> <ul style="list-style-type: none"> • HLTA Qualification • Excellent Numeracy/literacy/Communication skills • Completion of DfES Teacher Assistant Induction Programme • HLTA Qualification • NVQ 3 for Teaching Assistants or equivalent qualifications/ experience • Training in the relevant learning strategies e.g. literacy and numeracy • First aid training/training as appropriate 	<p style="text-align: center;">Desirable</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Desirable</p> <p style="text-align: center;">Desirable</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Desirable</p> <p style="text-align: center;">Essential</p> <p style="text-align: center;">Desirable</p>	<p>Application Form/Interview</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p> <p>Application Form</p>
<p><u>Knowledge & Skills</u></p> <ul style="list-style-type: none"> • To be able to establish good working relationships with pupils and staff and be able to respond to individual pupil's needs. 	<p style="text-align: center;">Essential</p> <p style="text-align: center;">Essential</p>	<p>Application Form/Interview</p> <p>Application Form/Interview</p>

<ul style="list-style-type: none"> • To be able to recognise and reward achievement within established school procedure. • Understanding of relevant policies/codes of practice and awareness of relevant legislation • General understanding of primary curriculum and other basic learning programmes/strategies • Basic understanding of child development and learning • Ability to self-evaluate learning needs and actively seek learning opportunities • Have knowledge of outside agencies • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within this role. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Application Form/Interview</p> <p>Interview Interview</p> <p>Application Form/Interview</p>
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