



Person Specification – HLTA (Primary)

	Essential	Desirable	
Qualifications	<ul style="list-style-type: none"> Hold relevant qualifications to at least NVQ Level 4 	<ul style="list-style-type: none"> Hold relevant qualifications to at least NVQ Level 4 or higher 	A
Experience	<ul style="list-style-type: none"> Attended training relevant to the post, including behaviour management and Child Protection training. Training in relevant learning strategies Experience of teaching whole classes in KS1 and/or KS2 	<ul style="list-style-type: none"> A minimum of two years' experience of working with children in an education setting 	A, I & R
Knowledge	<ul style="list-style-type: none"> Knowledge of the requirements of the National Curriculum 2014 Strategies which help to raise pupils' achievement Good understanding of a range of learning difficulties Behaviour Support policies and practice 	<ul style="list-style-type: none"> Up to date knowledge of statutory regulations and guidance relating to the post including understanding of Ofsted requirements 	A & I
Skills, Abilities	<ul style="list-style-type: none"> Ability to work with all members of the school team Creative and effective learning and teaching styles to engage, motivate and enable all children to make good progress Good IT skills Effective oral and written communication skills. Excellent interpersonal skills both in working relationship with young pupils and informing effective professional relationships with a wide range of contacts. Good organisational and time management skills. 	<ul style="list-style-type: none"> Ability to plan alongside support staff in order to maximise pupil progress Ability to organise, lead and motivate a team. 	A, I & R



	<ul style="list-style-type: none"> • Able to form and maintain appropriate professional relationships and boundaries with children and young people. • Ability to organise the classroom activities e.g., preparing and setting out resources and implementing strategies for T and L, marking pupil's work • Ability to deal with sensitive information in a confidential manner. • Ability to provide a good role model to young pupils. • Ability to use own initiative and work flexibly. 		
Professional Development	<ul style="list-style-type: none"> • Committed to personal and professional development 		I & R
Personal Qualities	<ul style="list-style-type: none"> • Flexible and approachable • Ability to develop and maintain positive working relationships within school and with external agencies. • Resilient under pressure • Relating positively to and showing respect for all members of school and wider community 		I & R
Other	<ul style="list-style-type: none"> • Demonstrable commitment to safeguarding and promoting the welfare of children. • A commitment to the vision and ethos of the school • Openness, sense of humour, energy and enthusiasm, ability to inspire confidence • Positive attitude, understanding and respect towards parents, pupils, staff, governors and the wider community 	Involvement in outside interests and activities	A, I, R



	<ul style="list-style-type: none"> Enhanced DBS clearance Willingness to attend school training sessions. An understanding of and a genuine commitment to Equal Opportunities 		
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Key:

A	Application	I	Interview	R	Reference
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