

Higher Level Teaching Assistant

Person Specification

Linked to HLTA Role Profile

Personal Attributes	Essential (E) or Desirable (D)
Qualifications	
Has achieved formal recognition of competence against the HLTA professional standards via: <ul style="list-style-type: none"> The formal assessment route OR Following an approved 50-day training course 	E
Minimum of GCSE Grade 'C' or equivalent qualification in English/Literacy and Mathematics/Numeracy	E
Evidence of regular and recent professional development through CPD/INSET.	E
Qualified first aider.	D
Experience	
A minimum 5 years demonstrable and relevant experience within a school-based setting	D
Whole class teaching experience	E
Personal experience of working with children in a school setting	E
Experience of working with parents in a professional manner	D
Experience of managing people and resources	D
Proven excellent interpersonal skills	D
Knowledge/Skills/Abilities	
Good understanding of child development and learning processes	E
Demonstrates knowledge of the key factors that can affect the way pupils learn	E
Good understanding of the primary curriculum and the age-related expectations of pupils	E
Good understanding of how to develop effective teaching sequences including using a range of teaching methods	E
Good monitoring and assessment skills	E
Good knowledge of how to use ICT to advance pupils learning and for own benefit in a professional capacity	E
Good literacy and mathematics skills	E
Good understanding of the SEND Code of Practice	E
Knowledge of a range of strategies to establish a purposeful learning environment	E
How to manage reward systems and adapt as necessary	E
Use of positive behaviour strategies	E
Willingness to try different approaches	E
Knowledge of Academy policies and practises regarding confidentiality, child protection and safeguarding	E
Ability to work as part of a team, including other professionals	E
Ability to communicate observations to class teacher or other adults	E
Ability to defuse difficult situations and remain calm	E

Ability to assist in the preparation and management of resources	E
Ability to foster new relationships and nurture self-esteem	E
Able to confidently and competently apply knowledge and skills acquired from training into a practical classroom context	E
Ability to use own initiative with confidence	E
Able to remain professionally discreet and able to respect confidentiality	E
Able to plan and prepare lessons	E
Able to mark work in accordance with Academy policy and assess effectively in the areas for which you are responsible	E
Able to attend staff meetings	E
Other	
Be able to fully support the distinctive Christian ethos of the Academy	E
Have a commitment to the development and maintenance of positive partnerships between the Academy, parents, parish, the community and wider Cidari Family	E
Commitment to undertake in-service development and other CPD	E
Commitment to safeguarding and protecting the welfare of children and young people	E
Willingness to participate in and lead additional activities e.g. curricular activities and events.	E
Have a commitment to a high level of pastoral care	E
Good sense of humour	E