

Higher Level Teaching Assistant – Grade 5

Person Specification	
All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge and understanding and knowledge of safeguarding meet the requirements of the person specification	
Qualification and experience	
Candidates should have:	
1	Met Higher Level Teaching Assistant Standards or equivalent (Qualified Teacher) or experience
2	GCSE Maths and English or equivalent (NVQ 2) or evidence of abilities at this level
3	Recent experience in relevant learning strategies e.g. Literacy, Numeracy
4	Specialist skills/training in curriculum or learning area e.g. Bilingual, Sign Language, ICT
5	Evidence of recent, appropriate continuous professional development and/or willingness to engage in CPD
Personal qualities	
Candidates should:	
1	Communicate effectively and develop positive relationships with all pupils and stakeholders
2	Demonstrate excellent interpersonal and organisational skills to work collaboratively and constructively with a class teacher and other staff in school
3	Be decisive, consistent and have a creative approach to problem solving
4	Be well-presented and have a positive attitude
5	Flexible and adaptable to changing circumstances/situations
6	Ability to work effectively as part of a team and contribute to group thinking, planning etc.
7	Ability to use own initiative and work independently
8	Ability to work calmly under pressure
Skills	
Candidates should be able to:	
1	Support the vision for the school/Trust
2	Ability to provide and deliver learning activities for whole classes of pupils
3	Ability to relate positively with children, motivate, inspire and have high expectations of all pupils
4	Ability to record and assess pupil progress/performance etc.
5	Ability to apply a range of behaviour management policies and strategies which contribute to a purposeful learning environment
6	Good understanding of child development and learning processes
7	Good working knowledge and experience of implementing relevant curricula and other relevant learning programmes/strategies

	Good understanding of statutory frameworks relating to teaching
8	Approachable, courteous and able to present a positive image of the school to all stakeholders
9	Ability to use ICT effectively to support learning including Interactive Whiteboard and other equipment technology
10	Desire and ability to constantly improve own practice/knowledge through self-evaluation and learning from others
Professional knowledge and understanding	
Candidates should:	
1	Demonstrate an understanding of classroom roles and responsibilities and the role of the HLTA within these
2	Demonstrate their understanding and maintain confidentiality
3	Demonstrate a full working knowledge of relevant policies/codes of practice & awareness of relevant legislation
Safeguarding	
Candidates should have:	
1	An understanding of safeguarding and promoting the welfare of children and young people

The successful candidate will be required to undergo an enhanced check from the Disclosure and Barring Service (DBS).