

Person Specification

Higher Level Teaching Assistant

Criteria	Essential	Desirable
Qualifications		
HLTA status or QTS (<i>It is essential that Higher Level Teaching Assistants have HLTA status or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class.</i>)	X	
GCSE Grade C or equivalent in English and Maths	X	
Appropriate first aid training		X
Experience		
Experience of working in a classroom environment.	X	
Knowledge and Skills		
Demonstrable IT skills and ability to use them as part of the learning process, or, the ability to develop IT skills in a reasonable timeframe.	X	
Good written and verbal communication skills: able to communicate effectively with all children, young people, families and carers	X	
Good understanding of child/young person's development and learning processes.	X	
Understanding of individual children and young peoples' needs.	X	
Other Requirements		
To be committed to the school's policies and ethos.	X	
To be committed to Continuing Professional Development.	X	
Motivation to work with children and young people.	X	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X	

Emotional resilience in working with challenging behaviours; and, attitudes to use authority and maintaining discipline	X	
Enhanced DBS clearance.	X	
Personal Qualities		
Demonstrable interpersonal skills.	X	
Ability to work successfully in a team.	X	
Able to exercise discretion and judgement.	X	
Confidentiality	X	