



## Person Specification: Higher Level Teaching Assistant

*The Directors and staff at the LFLT schools are committed to safeguarding and promoting the welfare of children and expect all staff, volunteers and visitors to share this commitment.*

*The Trust is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.*

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Level 2 qualification in Maths and English equivalent to GCSE C/4 and above.</li><li>• Educated to NVQ Level 3 in learning support/early years or equivalent qualification/experience</li></ul>	<ul style="list-style-type: none"><li>• Certificate or Diploma in Childcare and/or Education</li><li>• Education beyond GCSE level</li><li>• Paediatric First Aid Training</li><li>• Qualified HLTA status</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Extensive experience working as a Teaching Assistant</li><li>• Delivering interventions with individuals and small groups of children</li><li>• Working with children with additional needs</li></ul>	<ul style="list-style-type: none"><li>• Previous experience of working as a HLTA</li><li>• Experience of working with large groups of children</li><li>• Experience of supporting Writing/Maths</li></ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"><li>• Understanding of child development and how it affects learning</li><li>• Knowledge of intervention strategies used with underachieving and/or pupils with special needs</li><li>• Appropriate awareness of data protection, security and confidentiality</li></ul>	<ul style="list-style-type: none"><li>• Knowledge of implementing the National Curriculum and other basic learning programmes</li><li>• Ability to work across Nursery, Foundation Stage and KS1</li></ul>
<b>Skills</b>	<ul style="list-style-type: none"><li>• Appropriate IT skills</li></ul>	
<b>Personal Characteristics</b>	<ul style="list-style-type: none"><li>• Maintains confidentiality</li><li>• Ability to work as part of a team</li><li>• Has a calm and empathic approach</li><li>• Demonstrates enthusiasm for teaching and learning activities</li><li>• Ability to adapt to a variety of situations</li><li>• Demonstrates initiative in working with pupils and staff in the classroom</li><li>• Positive attitude</li></ul>	<ul style="list-style-type: none"><li>• Ability to organise, lead and motivate a team</li><li>• Willingness to contribute to whole school life, including extra-curricular activities and school events</li></ul>

	<ul style="list-style-type: none"><li>• Willingness to learn and develop skills</li></ul>	
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