



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.

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

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