

## Higher Level Teaching Assistant- Person Specification

| Education and Qualifications  | Criteria | Assessment |
|---|----------|------------|
| Commitment to personal/professional development                                 | E        | I          |
| Good standard of education to include equivalent C grade GCSE English and Maths | E        | A          |
| HLTA Status   | E        | A          |
| First Aid Qualification   | D        | A          |

| Experience  | Criteria | Assessment |
|---|----------|------------|
| Evidence of working with young people in an educational environment                     | E        | A/I        |
| Experience of leading small groups and whole classes                                    | D        | I          |
| Evidence of the ability to develop excellent relationships with young people and adults | E        | I          |

| Knowledge, Skills and Understanding                                 | Criteria | Assessment |
|---|----------|------------|
| Strong presence   | E        | A/I        |
| Knowledge of SEND code of practice                                  | E        | A/I        |
| Knowledge of HLTA Standards   | E        | A/I        |
| Understanding of safeguarding guidelines and practices              | E        | A/I        |
| Understanding of education legislation, policies and guidelines     | E        | A/I        |
| Understanding of Data Protection legislation                        | D        | A/I        |
| Committed to ensuring excellent standards of behaviour at all times | E        | I          |

| Personal Qualities  | Criteria | Assessment |
|---|----------|------------|
| A clear understanding of and commitment to the development of the ethos in the School | E        | A/I        |
| Determination to succeed in challenging situations                                    | E        | A/I        |
| Sensitivity and wisdom in managing relationships with students, parents and staff     | E        | I          |
| Commitment to inclusive education providing opportunity for achievement for all       | E        | I          |
| Commitment to the wider community and its involvement in lifelong learning            | E        | I          |
| High expectations of student achievement conduct and behaviour                        | E        | I          |
| Openness, sense of humour, energy and enthusiasm                                      | E        | I          |
| Full UK driving license and ownership of vehicle                                      | D        | A/I        |

### Criteria Key

- E** Essential
- D** Desirable

### Assessment Key

- A** Application Form
- I** Interview