

Summerswood Primary School



Personal Specification – HLTA

Qualifications & Training

Essential	Desirable
HLTA status or equivalent qualification.	Evidence of ongoing CPD.
GCSEs (or equivalent) in English and Maths.	First Aid training.
Knowledge of safeguarding and child protection procedures.	Training in specific interventions (e.g., phonics, ELSA, maths mastery).

Experience

- Experience working with primary-aged pupils in a school setting.
- Experience delivering small-group or whole-class learning activities.
- Experience supporting pupils with SEND and/or EAL.
- Experience contributing to assessment and feedback processes.

Knowledge & Skills

- Strong understanding of the primary curriculum and effective teaching strategies.
- Secure knowledge of phonics, early reading, and core maths concepts.
- Ability to plan, deliver, and evaluate learning activities under teacher direction.
- Effective behaviour management and ability to build warm, positive rapport with pupils.
- Ability to use assessment information to support pupil progress.
- Strong communication and interpersonal skills.

Personal Qualities

- A positive, proactive, and flexible approach.
- Commitment to inclusive practice and supporting all learners.
- Ability to work collaboratively as part of a team.
- High expectations of self and pupils.
- Reliability, professionalism, and a strong sense of responsibility.