

## Personal Specification – HLTA

### Qualifications & Training

Essential	Desirable
<b>HLTA status or equivalent qualification.</b>	Evidence of ongoing CPD.
<b>GCSEs (or equivalent) in English and Maths.</b>	First Aid training.
<b>Knowledge of safeguarding and child protection procedures.</b>	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.