

Person Specification for Higher Level Teaching Assistant

	MOA	ESSENTIAL REQUIREMENTS
QUALIFICATIONS	AF I	<ul style="list-style-type: none"> Satisfactory completion of HLTA training GCSE English and Maths (grades A*-C) or equivalent
SAFEGUARDING	AF I	<ul style="list-style-type: none"> Committed to safeguarding and promoting the welfare of children and young people Applicants are strongly advised to read the school's Child Protection Policy and other safeguarding policies and documents on the school website.
EQUALITY	AF I	<ul style="list-style-type: none"> Committed to equal opportunities for all children and young people. Please read the school's Equality Policy on the school's website. Value diversity. Please read the school's Equality Policy and Community Cohesion Policy on the school website. Committed to not allowing any discrimination with regards to race, faith/belief, disability, sex, age*, marital status*, sexual orientation, gender reassignment or pregnancy/maternity (*These two protected characteristics do not apply to children of school age).
PROFESSIONAL DEVELOPMENT	AF I	<ul style="list-style-type: none"> Committed to professional growth and development
EXPERIENCE	AF I	<ul style="list-style-type: none"> Minimum of 2 years experience as a teaching assistant, within the last 5 years
SKILLS AND ABILITIES (In addition to those listed for teaching assistants in person specification for teaching assistants)	AF I T LO	<ul style="list-style-type: none"> Understanding of strategies for teaching and learning Understanding of the national curriculum and/or EYFS curriculum Knowledge of how ICT is used to support pupils' learning and ability to use ICT effectively in a classroom setting Ability to undertake a range of teaching activities with confidence, working effectively with individual pupils, groups of pupils and whole classes Ability to contribute to planning and preparation of lessons and teaching materials Ability to contribute to assessment and monitoring of pupil progress Good communication and interpersonal skills Good organisational and time management skills Ability to work collaboratively with teachers and others Ability to supervise others effectively, as required Ability to take responsibility and work with autonomy within set boundaries
PERSONAL QUALITIES	AF I LO	<ul style="list-style-type: none"> Enthusiastic and optimistic Dedicated to improving children's lives and opportunities Ambition and drive for children to achieve their very best To be able to reflect on own practice and to be self-critical Promotion of positive strategies and constructive handling of issues.

NB references will be used to support the selection panel's assessment.

Method of Assessment (M.O.A.)

AF. = Application Form

I = Interview

T = Test or Exercise

P = Presentation

LO= Lesson observation