HLTA ~ Person Specification

	Essential	Desirable
Qualifications	• GCSE English and Maths Grade C/4 or equivalent. • IT competent. • Willingness to undertake appropriate first aid training or existing paediatrics first aid qualification	• NVQ 3 or equivalent. • Experience of professional training within an educational setting.
Knowledge, Skills and Abilities	• Excellent communication skills, written and verbal. • Ability to inspire confidence and gain trust of children. • Excellent organisation skills and the ability to work to deadlines. • Ability to reflect, analyse and act both independently and collaboratively. • Ability to work alone and with initiative.	• Understanding of child development. • Working understanding of Early Years Foundation Stage or Key Stage One • Understanding of safeguarding within school (training to be given) • Understanding of effective teaching methods • Knowledge of how to successfully lead learning activities for a group or class of children • Knowledge of how to support learners in accessing the curriculum in accordance with the SEND code of practice
Experience	• Experience of working with children, within small groups or on a one to one basis (this might be volunteering) • Evidence of an application of range of behaviour management strategies. • Proven ability to motivate and develop children. • Ability to work as part of a team. • Ability to provide detailed and regular feedback to teachers on children's achievements and progress. • Evidence of effective behaviour management.	• Experience of working within a school environment. • Experience of teaching whole classes, following teacher's plans (HLTA only) • An awareness of inclusion, especially within a school setting. • Experience of working with children with SEND • Experience and ability to teach the whole class on occasions.

School Specific Needs/other requirements	• A commitment to safeguarding procedures. • A commitment to being professional and respecting confidentiality. • A sense of humour and resilience. Adaptability and initiative. • A commitment to ensuring children become successful learners, who enjoy learning, make progress and achieve; who are confident individuals, able to live safe, healthy and fulfilling lives; and global citizens, who make a positive contribution to society. • A desire to make a difference to the lives of young children. • Able to work effectively and flexibly as part of a small team. • Able to absorb and promote the values and ethos of the school. • Able to foster the positive links with parents and the community.	• Understanding of the opportunities and challenges associated with growing schools. • Interest in outdoor learning • Interest in running extra-curricular clubs