



Person Specification – Higher Level Teaching Assistant

	APPLICATION FORM	INTERVIEW	TEST
1. ABILITIES			
(a) Previous successful experience of using information and communication technology to support learning.	*		
(b) Previous successful experience of operating a range of resources and equipment in a learning environment.	*		
(c) Previous experience of providing pupils within the Primary phase with a high quality of education	*		
(d) Ability to teach and manage effectively a group and class of children	*	*	*
(e) Ability to absorb and understand a wide range of information concerning the functions of the school.		*	
(f) Ability to build and form working relationships with pupils, parents/carers and colleagues, to work flexibly across professional and operational boundaries, and to work as a member of a team.	*	*	
(g) Ability to work on own initiative and to prioritise between conflicting demands.		*	*
(h) Demonstrable levels of numeracy & literacy equivalent to GCSE (A-C) (or by test).	*		*
2. SKILLS			
(a) Evidence of commitment to continuous learning within a learning environment.	*	*	
(b) Verbal and written communication skills appropriate to the need to communicate effectively with a wide range of pupils, teachers/carers.	*		*
(c) Numeracy skills appropriate to the learning levels of the target pupil groups.	*		*
3. KNOWLEDGE			
(a) Knowledge of relevant education policies, procedures and legislation.		*	
(b) Understanding of basic learning strategies	*		*
(c) Understanding of key principles of child development and learning.	*	*	
(d) Knowledge of national curriculum and other learning initiatives and strategies.		*	
(e) Knowledge of the impact of social, emotional and wellbeing factors on pupils achievement	*	*	*
4. EXPERIENCE			
(a) Previous successful experience in working with or caring for children of Primary Age			
(b) Running/leading intervention groups	*		

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5.	EDUCATION AND PROFESSIONAL QUALIFICATIONS ESSENTIAL TO THE POST			
(a)	NVQ level 2 for Teaching Assistants, or able to demonstrate an equivalent level of attainment through relevant experience.	*		
(b)	Evidence of successful completion of the DfES Teacher Assistant Induction Programme.	*		
(c)	Meet HLTA standards or equivalent qualification of experience	*		
6.	<u>EQUAL OPPORTUNITIES RELEVANT TO THE POST</u> (<i>mandatory</i>)			
	Understanding and commitment to the LDBS TRUST Equal Opportunities policy.	*	*	