

## Higher Level Teaching Assistant (Band 9)



### Person Specification

	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Level 2 numeracy &amp; literacy qualification or equivalent</li> <li>• HLTA status or QTS **</li> </ul> <p><i>** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class</i></p>	<ul style="list-style-type: none"> <li>• Other professional qualifications (i.e. HLTA)</li> <li>• First Aid qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Good understanding of child/young people’s development and learning processes</li> <li>• Understanding of individual children and young peoples’ needs</li> <li>• An understanding that children/Young people have differing needs and knowledge of inclusive practice</li> <li>• Significant experience of working with children in an educational setting</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Behaviour Management techniques</li> <li>• Knowledge of Child Protection and Health &amp; Safety legislations and procedures</li> <li>• Line management /supervisory experience</li> <li>• Experience of delivering evidence based interventions that accelerate learning</li> <li>• Experience in a relevant specialism e.g. Art/Music/Sport</li> </ul>
<b>Knowledge / Skills</b>	<ul style="list-style-type: none"> <li>• Excellent organisation skills (A, I)</li> <li>• Knowledge and understanding of effective features that support teaching and learning (A, I, R)</li> <li>• Knowledge and understanding of the National Curriculum (A, I, R)</li> <li>• Knowledge of Child Protection procedures (A, I, R)</li> <li>• Competence in ICT (A, I)</li> <li>• Ability to work as part of a team (A, I)</li> <li>• Ability to use own initiative (A, I)</li> <li>• Excellent communication skills both verbal and in writing (A, I)</li> <li>• Well developed work ethic (A, I, R)</li> <li>• Ability to communicate effectively with a range of people including children (A, I)</li> <li>• Be an effective role model for pupils by demonstrating positive values, attitudes and behaviour expected from pupils (A, I, R)</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent IT skills (A, I)</li> <li>• Knowledge of intervention strategies (A, I, R)</li> <li>• Knowledge and understanding of the SEND Code of Practice (A, I)</li> <li>• Commitment and evidence of own professional development (A, I, R)</li> <li>• An excellent knowledge of correct spelling, grammar and punctuation (A, I)</li> <li>• Knowledge of data protection issues (GDPR) (A, I)</li> </ul>
<b>Additional</b>	<ul style="list-style-type: none"> <li>• Recommendation from both referees (R)</li> <li>• Clear Enhanced DBS Check (A, R)</li> </ul>	<ul style="list-style-type: none"> <li>• Strong recommendation (R)</li> </ul>

A - Application Form

I - Interview

R - Reference