

Person Specification for HLTA Post – Additional Resource Classroom

	Essential	Desirable
Education	GCSE's (or equivalent) in maths and English at Grade C or above as a minimum.	Additional qualifications e.g. A levels or further GCSE's. Professional Development Opportunities- NVQ Level 2 or 3 or other.
Experience	Minimum of 3 + years as a Learning Support Assistant. Secure knowledge of children and young people with Special Educational Needs Experience of handling challenging and high-pressured situations Ability to demonstrate knowledge of how to enhance pupil's social, emotional and personal development	Experience of delivering whole class teaching Evidence of meeting the professional Standards for Higher Level Teaching Assistants.
Safeguarding	Thorough knowledge and understanding of safeguarding children.	
Teaching, Learning and Assessment	Ability to plan and deliver a curriculum tailored to pupils' individual needs. Appropriate IT skills to support learning and assessment. Have sufficient understanding of their area(s) of expertise to support the development, learning and progress of children and young people	

	<p>Devise clearly structured activities that interest and motivate learners and advance their learning</p> <p>Plan how they will support the inclusion of the children and young people in the learning activities</p> <p>Prepare resources suitable for children and young people's interests and abilities.</p>	
Ethos	<p>Have a holistic approach to the well-being and education of pupils.</p> <p>The ability to challenge and engage children in their learning through creative opportunities, with high levels of expectations of all learners.</p>	
Curriculum	<p>Ability to think creatively to deliver learning, in a fun and creative way.</p>	
Relationships	<p>Ability and willingness to work collaboratively and supportively within the school team.</p> <p>Ability to motivate staff and inspire confidence and respect amongst colleagues.</p>	<p>Build effective and professional working relationships with parents, staff, Governors and the wider community.</p>
Attitude	<p>Is committed to their own continuing professional development.</p> <p>High level of resilience and determination</p> <p>Calm and organised approach to work including times when under pressure</p>	

	<p>Excellent team working</p> <p>Ability to demonstrate professional communication and interpersonal skills both written and verbal.</p> <p>Ability to critically reflect upon their own professional practice.</p> <p>Good organisational and administrative skills</p> <p>Is a creative thinker, who strives to embed innovative practice and strategies to improve learning for pupils.</p> <p>Consistently reflects the highest levels of professionalism as a role model at all times and demonstrates the school's aims and values at all times.</p>	
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