Higher Level Teaching Assistant - Person Specification

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|  | Essential | Desirable |
| **Application** | * Well-structured Durham LA application form and supporting statement indicating suitability for the post. This should include practical examples of successes within a school context (No longer than two sides of A4 please)
* Fully supported in reference
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| **Qualifications & Experience** |
| Education | * Good standard of education – 5 GCSE’s or equivalent.
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| Experience | * Experience of delivering whole class and group teaching
* Meet HLTA standards or equivalent qualification/experience
* A minimum of two years’ experience of working with children (either paid or unpaid in an education setting)
* Experience of planning and delivering lessons.
 | * Recent relevant professional development
* Training in specific interventions
* Paediatrics First Aid certificate or current First Aid certificate
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| **Professional Knowledge** |
| Safeguarding | * Thorough knowledge and understanding of safeguarding children.
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| Teaching, Learning & Assessment  | * Knowledge and understanding of the National Curriculum
* Ability to contribute to planning and curriculum delivery to ensure that they are highly effective practitioners.
* Understanding of how to differentiate tasks for pupils needs during an activity.
* Understand how to assess a pupils knowledge and record this
* Appropriate IT skills to support learning.
* Ability to think creatively to deliver learning
 | * Experience of delivering phonics
* Experience of teaching in all phases.
* Has a specialist skill, which can be used to support the curriculum i.e. languages, PE, arts or music.
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| **Professional Skills** |
| Ethos | * A holistic approach to the well-being and education of pupils.
* The ability to challenge and engage children in their learning through creative opportunities, with high levels of expectations of all learners.
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| **Professional Attributes** |
| Relationships | * Ability and willingness to work collaboratively and supportively within the school team.
* Able to inspire confidence and respect amongst colleagues and the school community.
* Builds effective and professional working relationships with parents, staff, Governors and the wider community.
* Understanding of behaviour management techniques.

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| Attitude | * Is committed to their own professional development.
* Is a creative thinker, who strives to embed innovative practice and strategies to improve learning for pupils.
* 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.
* Effective oral and written communication skills.
* Excellent interpersonal skills both in working with young children and other professionals.
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