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
* HLTA qualification or equivalent
 | * Forest Schools Level 3 qualification
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| Experience | * Experience of delivering whole class and group teaching
* A successful track record, minimum of two years, of working with children (paid or unpaid)
* Experience of planning and delivering quality first 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 adjust learning mid lesson to address pupils individual learning needs
* Appropriate experience of teaching using strategies of active learning
* Ability to support children with emotional, welfare and behavioural needs
 | * Knowledge and understanding of the Early Years
* Experience of delivering phonics
* Experience of teaching in all phases
* Has a specialist skill, which can be used to support the curriculum e.g. Forest School, languages, PE, arts
* Have knowledge and understanding of an inquiry based curriculum
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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 | * A strong team player
* 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 successful behaviour management techniques

  | * Experience of supporting children through the restorative approach to behaviour management

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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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