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 |  |
| **Qualifications & Experience** | | |
| Education | * Good standard of education – 5 GCSE’s or equivalent * HLTA qualification or equivalent | * Forest Schools Level 3 qualification |
| 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 |
| **Professional Knowledge** | | |
| Safeguarding | * Thorough knowledge and understanding of safeguarding children. |  |
| 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 |
| **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 |  |
| **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 |
| 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 |  |