**HLTA Person Specification**

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| **Specification** | **Essential** | **Desirable** | **Identified** |
| Relevant Experience | * Experience of working in primary schools with children across all key stages
* Previous experience as a Higher Level teaching Assistant
 | * Curriculum specialism/interest
 | AIR |
| Qualifications | * Has met all the professional standards for HLTA
* Qualifications in English/Mathematics, equivalent to at least Level 2 of the National Qualifications Framework/GCSE Grade C or above
 | * Further qualifications
* Degree
* Subject expertise
 | AI |
| Skills and Attributes | * Good communication skills
* Good interpersonal skills
* Ability to liaise effectively with colleagues
* Ability to use initiative
* Be able to organise and implement planning
* Ability to work with minimum supervision
* Positive attitude to the job and pride in work
* Positive approach to behaviour management
* Knowledge of the SEND code of practice
* Understanding of Safeguarding, Child Protection and confidentiality
 | * Specific skill/experience working with SEND
 | IR |
| Social Skills | * Flexible approach to work
* Ability to work with a variety of people
* Courteous and polite
 | * Previous experience of working with and dealing with a range of people and behaviours
 | IR |
| Motivation and Commitment | * Enthusiasm and energy, working with a team
* Committed to providing a high quality service
 |  | AIR |
| Personal Characteristics | * Positive outlook
* Resilient and able to tackle challenge and unpredictability
 |  | AIR |

**R Reference I Interview A Application Form**

September 2019