**BURNOPFIELD PRIMARY SCHOOL**

**HLTA** - **PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **Category** | **Essential** | **Desirable** | **How identified** |
| **Application** | Fully supported in referenceWell structured supporting letter indicating beliefsUnderstanding of important educational issues |  | AR |
| **Qualifications** | HLTA qualification and statusGCSE Grade C or above in Maths and English | Previous experience of working in a Primary SchoolFirst Aid | AR |
| **Experience** | Ability to demonstrate high standards of classroom practice in either Key Stage One or Key Stage Two either small groups or whole classExcellent knowledge of primary curriculumExcellent behaviour management skillsAbility to plan , prepare and deliver learning to small groups and classes under the direction/ supervision of a teacher to cover for PPA, NQT time and Teacher absence | An interest/experience in teaching and learning stylesAbility to enhance the learning environment with creative displays | AIRCO |
| **Professional Development** |  | Evidence of ongoing professional development | AIR |
| **Special Knowledge** | Detailed knowledge of the structure and content of the National CurriculumDetailed knowledge of assessment of children and how this informs planning and learningA clear vision and understanding of the needs of primary pupils including Special NeedsAwareness of current issues in educationClear understanding of safeguarding |  | AIRCO |
| **Personal Attributes** | Ability to work as part of a teamCommitted and enthusiastic and can demonstrate sensitivity whilst working with othersAbility to demonstrate a stimulating and innovative approach, making learning funCaring attitude towards pupils and parents and ability to provide pastoral careEvidence of being able to build and sustain effective working relationships with all members of the school community Ability to provide intervention groupsOrganisational skillsHardworking with a sense of humour! | Willingness to take part in extra curricular activities and run clubs | AIRCO |

**How identified A application form I interview R reference CO classroom observation**