**BURNOPFIELD PRIMARY SCHOOL**

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

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| **Category** | **Essential** | **Desirable** | **How identified** |
| **Application** | Fully supported in reference  Well structured supporting letter indicating beliefs  Understanding of important educational issues |  | AR |
| **Qualifications** | HLTA qualification and status  GCSE Grade C or above in Maths and English | Previous experience of working in a Primary School  First 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 class  Excellent knowledge of primary curriculum  Excellent behaviour management skills  Ability 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 styles  Ability to enhance the learning environment with creative displays | AIR  CO |
| **Professional Development** |  | Evidence of ongoing professional development | AIR |
| **Special Knowledge** | Detailed knowledge of the structure and content of the National Curriculum  Detailed knowledge of assessment of children and how this informs planning and learning  A clear vision and understanding of the needs of primary pupils including Special Needs  Awareness of current issues in education  Clear understanding of safeguarding |  | AIR  CO |
| **Personal Attributes** | Ability to work as part of a team  Committed and enthusiastic and can demonstrate sensitivity whilst working with others  Ability to demonstrate a stimulating and innovative approach, making learning fun  Caring attitude towards pupils and parents and ability to provide pastoral care  Evidence of being able to build and sustain effective working relationships with all members of the school community  Ability to provide intervention groups  Organisational skills  Hardworking with a sense of humour! | Willingness to take part in extra curricular activities and run clubs | AIR  CO |

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