EPPLETON ACADEMY PRIMARY SCHOOL

HLTA – PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE	METHOD OF DEMONSTRATION
Qualifications or Training:	• Demonstrable levels of Numeracy and literacy equivalent to GCSE (A-C) • HLTA Status or higher • Willingness to undertake additional training and staff development	• Specialist skills/training in curriculum or learning area, e.g. Read Write Inc phonics, mastery maths, reading fluency • First Aid / Paediatric First Aid	Application Form Application Form and Certificates Application Form and Interview
Experience	• Ability to demonstrate knowledge and experience of a range of additional educational needs • Proven commitment to raising the attainment and self-esteem of vulnerable students • Knowledge and experience in EYFS, KS1 and KS2 • Experience of advancing pupils' learning in a range of classroom settings, including working with individuals, small groups and whole classes where the assigned teacher is not present	• Experience of teaching of Phonics • Experience of delivery of specific intervention programmes	Application Form and Interview
Practical Skills	• Excellent written and oral communication skills • Able to motivate and enthuse children in their learning • Excellent presentation skills • Working knowledge of relevant polices/codes of practice/legislation within a classroom setting • Working knowledge of national curriculum and other relevant learning strategies • Good understanding of child development and learning processes • Able to work constructively as part of a team • Awareness of relevant legislation relating to child protection and safeguarding • Ability to prioritise workload effectively to meet deadlines • Excellent communication and inter-personal skills, including tact and diplomacy • Experience of implementing national curriculum and other relevant learning programmes/strategies • Using/implementing behaviour management strategies	• Working knowledge of the current issues facing education with specific reference to the workplace • Understanding of classroom roles and responsibilities • Excellent ICT skills and ability to use them effectively to support learning • Using ICT to support learning activities • Experience of following safeguarding policy within an education setting	Application Form and Interview Observation

	• Selecting and preparing teaching resources • Producing lesson plans, worksheet plans, etc. with direction		
Personal Attributes	• A supportive and dedicated team member • Standards driven • Committed to the safeguarding of children • Able to respond effectively to problems • Able to respond positively to change • Excellent time management • Committed, confident and conscientious • Committed to achieving further professional development • Constantly improving own practice/knowledge through self-evaluation and learning from others • Committed to equal opportunities in all school activities		
Safeguarding	• Commitment to the protection and safeguarding of children and young people	• Has up to date knowledge of relevant legislation and guidance in relation to working with young people.	