



Person Specification: Higher Level Teaching Assistant

	Essential	Desirable
Qualifications	<p>Excellent Literacy and Numeracy skills equivalent to NVQ 2 in English and Maths</p> <p>NVQ 3 for Teaching Assistants or equivalent qualification or experience</p>	<p>Evidence of commitment to further own professional development</p>
Experience	<p>The HLTA should have experience of:</p> <ul style="list-style-type: none">Working with children of primary school age as a Teaching Assistant with general/specific special needs	<p>In addition, the HLTA might have experience of working with children with specific Special Educational Needs.</p>
Knowledge and understanding	<p>The Learning Mentor should have knowledge and understanding of:</p> <ul style="list-style-type: none">Full working knowledge of relevant policies/codes of practice and awareness of relevant legislationWorking knowledge of national curriculum and other relevant learning programmesThe principles of child development and learning processes and in particular, barriers to learningThe range of support services and providers	<p>In addition, the HLTA will also have knowledge and understanding of:</p> <ul style="list-style-type: none">National CurriculumOfsted Requirements

	available to support a child	
Skills and abilities	<p>The HLTA will be able to:</p> <ul style="list-style-type: none"> • Plan effective actions for pupils at risk of underachieving • Provide PPA cover across both Key Stages • Self evaluate learning needs • Relate well to children and adults • Utilise ICT effectively to support learning • Develop productive and supportive relationships with young people • Work independently but also as a good team-member. 	In addition, the HLTA will be able to motivate and inspire .
Personal characteristics	Approachable, committed, empathetic, enthusiastic, organised, dynamic, resourceful. Have a sense of balance and perspective	