

Person Specification
Higher Level Teaching Assistant
Freegrounds Junior School



Qualifications and Training
Meet HLTA standards or equivalent qualification or experience.
Hold relevant qualifications at a level equivalent to at least NQF Level 3.
Demonstrable levels of numeracy & literacy equivalent to GCSE (A-C) or NVQ Level 2 (or by test).
Attend induction training as appropriate and training relevant to the post, including behaviour management and
A minimum of two years' experience of working with children (either paid or unpaid capacity) preferably in an
Training in relevant learning strategies e.g. literacy.
Evidence of specialism in specific curriculum areas or areas of particular learning difficulty.
Aptitudes and Skills
Effective oral and written communication skills.
Excellent interpersonal skills both in working relationship with young pupils and in forming effective professional relationships with a wide range of contacts.
Good organisational and time management skills.
Sound ICT skills to support learning and maintain electronic information systems.
Able to work under guidance and own initiative.
Able to put training into practice.
Keep accurate records and meet deadlines.
Knowledge and Understanding
A good understanding of the curriculum and its implementation within an integrated planning system.
Up-to-date knowledge and understanding of the primary curriculum.
Understanding of what makes outstanding learning and the ability to share this with other support staff.
Effective strategies for gaining and maintaining high standards of behaviour.
Up-to-date understanding of child safeguarding issues and procedures.
Understanding of the role of parents and the community in school improvement and how this can be promoted and developed.
Personal Attributes
Ambitious and willing to embrace professional development opportunities.
Value all children and committed to the development of the whole child.
Relate well to pupils, staff and parents and care about their individual needs.
Able to adapt to changing circumstances and new ideas in a positive and creative way.
Ability to deal with sensitive issues in a professional manner.
High standards of self and others.
Energy and enthusiasm.
Integrity and loyalty.
A sense of humour.