

PERSON SPECIFICATION: Subject Based HLTA

Experience	<ul style="list-style-type: none"> ▪ Experience working with children of relevant age ▪ Experience of working with students with additional needs and/or Autistic Spectrum Condition (ASC)
Qualifications /Training	<ul style="list-style-type: none"> ▪ Provide evidence of fulfilling the Higher Level Teaching Assistant standards and or ability and potential to fulfil them within the first 6 months of the role. http://www.education.gov.uk/schools/careers/traininganddevelopment/staff/b00202143/hlta ▪ Relevant qualifications that help demonstrate evidence towards the above ▪ Excellent numeracy/literacy skills – equivalent to at least NVQ Level 2 in English and Maths ▪ Hold relevant qualifications at A level or equivalent to at least NQF Level 3 ▪ Evidence of specialism in specific curriculum areas or areas of particular learning difficulty. ▪ Qualifications and experience relevant to given subject area ▪ Training in relevant learning strategies e.g. literacy, numeracy ▪ Specialist skills/training in curriculum or learning area e.g. bi-lingual, sign language, ICT
Knowledge /Skills	<ul style="list-style-type: none"> ▪ Full working knowledge of relevant policies/codes of practice/legislation ▪ Working knowledge of national curriculum and other relevant learning programmes ▪ Understanding of principles of child development and learning processes and in particular, barriers to learning ▪ Ability to plan effective actions for students at risk of underachieving ▪ Understand range of support services/providers ▪ Ability to self-evaluate learning needs and actively seek learning opportunities ▪ Ability to relate well to children and adults ▪ Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these ▪ Shows a personal commitment to safeguarding and promoting the welfare and rights of young people. ▪ Appreciates the significance of safeguarding and interprets this for all individual children and young people whatever their circumstances ▪ Can demonstrate an ability to contribute towards a safe environment ▪ Excellent interpersonal skills both in working relationship with young students and in forming effective professional relationships with a wide range of contacts including parents and families ▪ Enthusiasm, drive and a love for the job ▪ Committed to high personal standards at all times ▪ Ability to form and maintain appropriate relationships and personal boundaries with children and young people

This school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Successful applicants will be subject to enhanced DBS checks, qualifications and experience checks and satisfactory references.