

Radipole Primary School

Person Specification: Higher Level Teaching Assistant (HLTA)

	Essential	Desirable
Experience / qualifications	• Working with young children in an educational environment • 5 GCSEs with grade C or above in English and Mathematics or equivalent • Willingness to develop professionally, including through CPD as appropriate • Working with children who have a variety of educational needs • HLTA qualification (or higher)	• Experience or qualification in specific educational interventions • Recent experience working with a range of primary aged children • NVQ Level 3 or equivalent??
Knowledge and understanding	• Understanding of how children learn and develop • Understand the requirements of the National Curriculum for Key Stage One and Key Stage Two • Understand need for professionalism – health and safety, confidentiality, equality, child protection and safeguarding	• Understanding of trauma-informed, therapeutic approach to behaviour management
Skills	• Able to relate to, and genuinely enjoy working with, children • Able to cover and effectively manage learning and behaviour of whole classes • Cheerful, optimistic and resilient • Positive approach to problem-solving • Committed to valuing, nurturing and developing young people • Committed to developing yourself professionally • Team player • Able to use initiative	

NB: We will shortlist candidates using the person specification above. Please address as many of the points above in your supporting statement so that we will be able to invite you to interview.