**Person Specification for HLTA at Sturminster Marshall First School**

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|  | **Essential** | **Desirable** | **Assessment** |
| **Qualifications** | 5 GCSE’s including English and maths to grade C or above.  HLTA qualification. | First aid – paediatric first aid or first aid at work (1 or 3 days)  Successful completion of NVQ 3 or 4.  Recent safeguarding training  Commitment to undertake further training | Application form |
| **Experience** | Meeting HLTA standards.  Experience of working in a school setting for a minimum of 2 years.  Experience of teaching whole classes. | Experience of working with a range of age ranges in a first school EYFS/Yr1/Yr2. | Application form |
| **Attributes** | Professional, calm manner, fair, caring, patient, confidential, flexible, committed to working as part of a small team. | Experience of working with children with a range of needs.  Knowledge of relational practice. | Interview |
| **Inclusion** | Commitment to inclusion for all learners | Experience of working with vulnerable groups.  Experience of leading learning for children with SEND/ EAL needs | Application form and interview |
| **Safeguarding** | DBS enhanced (the school will do this) | Safeguarding training and knowledge of safer working practices | References and interview |
| **Communication** | Good verbal communication with parents/ carers and professionals.  Good written standard English.  Knowledge of basic IT e.g. word. | Use of IT programs to support learning and communication. | Application form and interview |
| **Curriculum and learning** | Understanding of the National Curriculum. | Knowledge of EYFS and assessment | Interview |