



PERSON SPECIFICATION FOR HLTA (Higher Level Teaching Assistant)

Category	Essential	Desirable	Evidence From:
<p style="text-align: center;">QUALIFICATIONS</p> GCSE English & Maths Grade C or above (or equivalent) NVQ Level 2 (or equivalent qualification) Other Pedagogical / Learning Qualifications	√	√ √	
<p style="text-align: center;">EXPERIENCE</p> IT skills in Microsoft Office/Excel or similar Previous experience of working with young people Experience leading groups of learners Experience Line-Managing staff Experience within Primary and Secondary Schools Previous experience of working in a specialist school	√ √ √	√ √ √	
<p style="text-align: center;">SKILLS</p> Excellent interpersonal and communication skills Ability to prioritise and plan for effective learning Ability to maintain resilience and positive thinking Ability to work with a PACE and UPR approach Holding a valid Driving Licence	√ √ √ √	√	
<p style="text-align: center;">QUALITIES</p> Sense of humour, flexible and proactive Ability to be an active and full member of the team A strong sense of learning leadership Commitment to the development of self and others	√ √ √ √		
<p style="text-align: center;">APTITUDE</p> The ability to inspire trust and build relationships Holding high expectations for all young people, yourself and those around you	√ √		

Ambitions Academies Trust is committed to safeguarding and promoting the welfare of children. Rigorous checks will be made of the successful applicant's background credentials, including enhanced DBS checks.