

Higher Level Teaching Assistant	Assessment Key: Application Form - A Interview - I		
	Essential	Desirable	Assessment
Education and Qualification			
Relevant HLTA qualification		✓	A/I
If not held willingness to work towards HLTA qualification	✓		
Demonstrate levels of numeracy and literacy equivalent to GCSE (A-C)	✓		A/I
Training in relevant learning strategies e.g Read, Write inc, Maths Mastery		✓	I
A minimum of 2 years' experience of working with children (either paid or unpaid capacity) preferably in an education setting	✓		A/I
Evidence of specialism in specific curriculum areas or areas of a particular learning difficulty	✓		A/I
Experience of teaching whole classes	✓		A/I
Knowledge and Understanding	Essential	Desirable	Assessment
Knowledge of the requirements of the National Curriculum	✓		A/I
Knowledge and understanding of the National Curriculum including English and Maths	✓		A/I
Understanding of behaviour management strategies	✓		A/I
Skills and Attributes	Essential	Desirable	Assessment
Effective oral and written communication skills	✓		I
Excellent interpersonal skills, both in working relationships with pupils and in forming effective professional relationships with a wide range of stakeholders	✓		A/I
Good organisational and time management skills	✓		I
Sound IT skills to support learning and maintain electronic information systems	✓		I
Abilities	Essential	Desirable	Assessment
Able to form and maintain appropriate professional relationships and boundaries with children and young people	✓		A/I
Ability and willingness to work constructively as part of a team	✓		I
Ability to supervise pupils effectively, both in and out of school in line with the schools behaviour policy	✓		I
Ability to organise the classroom activities e.g preparing and setting out resources and implementing strategies for Teaching and Learning	✓		I
Ability to deal with sensitive information in a confidential manner	✓		I
Ability to help children and young people to transfer their learning to other parts of their lives	✓		A/I
Ability to provide a good role model to young people	✓		A/I
Ability to use own initiative and work flexibly	✓		A/I
Other	Essential	Desirable	Assessment
Willingness to attend school training sessions	✓		A/I
Empathy with young people facing barriers to their learning	✓		I
A commitment to helping young pupils achieve through education and learning.	✓		I
An understanding of, and a genuine commitment to Equal Opportunities	✓		I