***Brimington Junior School* Person Specification**

**Higher Level Teaching Assistant (HLTA)**

The person specification sets out the criteria to be used in determining whether an individual is likely to be able to undertake the duties in the job description.

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| **Education and Experience** |
| The successful candidate will:   * demonstrate the capability to meet the HLTA standards; * have Maths and English qualifications equivalent to GCSE A-C or 4-9; * has recently attended CPD and training relevant to the post (including for instance, First Aid, Behaviour Management and Child Protection training); * have a minimum of one years’ experience of working with children (either paid or unpaid capacity), preferably in an education setting; * have experience of teaching large groups of children   In addition, the successful candidate may:   * have a first degree or other supporting professional expertise; * have experience of teaching Spanish |
| **Knowledge and Understanding** |
| The successful candidate will:   * have some knowledge of the requirements of the current national curriculum; * understand some teaching methods for the delivery of phonics and reading; * understanding the importance of promoting positive behaviour management strategies; * understand the significance of working in partnership (with parents, staff, other schools etc.).   In addition, the successful candidate may:   * have an understanding of pupils’ progression of knowledge and skills in a Primary setting. |
| **Skills** |
| The successful candidate will:   * have effective oral and written communication skills; * demonstrate excellent interpersonal skills and working relationships with both young pupils and in forming effective professional relationships with a wide range of adults; * possess good organisational and time management skills; * have sound IT skills and a working knowledge of commonly used software (i.e. Microsoft Word).   In addition, the successful candidate may:   * demonstrate leadership potential in one or more areas of responsibility within the school. |

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| **Abilities** |
| The successful candidate will:   * be able to form and maintain appropriate professional relationships and boundaries with children and young people; * have the ability and aptitude to work constructively as part of a team; * supervise pupils effectively both in and out of school (for instance, on school visits) in line with the school’s behaviour policy; * prepare teaching episodes and resources thoroughly, efficiently and effectively; * use their own initiative and work flexibly, including at short-notice if necessary; * deal appropriately with sensitive and confidential information;   In addition, the successful candidate may:   * be able to assume line management responsibility for other support staff. |
| **Other** |
| The successful candidate will:   * show a willingness to attend school training sessions; * have empathy with young people facing barriers to their learning; * have an unflinching commitment to helping young pupils achieve in all areas of their lives, through education and learning; * have an understanding of and a genuine commitment to equal opportunities, safeguarding and tolerance. |