***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
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| **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.
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| **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.
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| **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.
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