

**Person Specification - Higher Level Teaching Assistant (HLTA)**

The successful candidate will display the following qualities and characteristics. They will:

* have the ability to monitor practice, apply accountability and contribute to team thinking
* be capable of self-reflection to continually develop their leadership qualities
* display initiative and the ability to self-motivate
* display genuine interpersonal skills to motivate, inspire and lead others
* use data to question performance and set challenging targets
* be committed to the academic and personal development of students as individuals.

Further requirements of the position are detailed below:

| **Training and Qualifications** | **Essential** | **Desirable** |
| --- | --- | --- |
| Higher Level Teaching Assistant Status | \* |  |
| At least 5 x GCSE (A\*-C) including Maths and English | \* |  |
| Recent participation in a range of relevant in-service training | \* |  |
| **Experience** | **Essential** | **Desirable** |
| Understanding of a school's role in the local community | \* |  |
| Recent experience of working with students in an educational setting |  | \* |
| Experience of working with students with SEND or managing difficult behaviours | \* |  |
| Experience of working in a Special School setting |  | \* |
| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| An understanding of student's educational development | \* |  |
| Up to date knowledge of national developments in student support /SEN | \* |  |
| The ability to articulate and share a vision of education to others | \* |  |
| The use of a range of evidence, including performance data, to support, monitor, evaluate and improve performance, including challenging poor performance. | \* |  |
| Experience of working closely in a network and opportunities for collaboration |  | \* |
| Ability to build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all students in a setting. | \* |  |
| **Personal Skills and Abilities** | **Essential** | **Desirable** |
| Personal proficiency in ICT | \* |  |
| Professional Communication Skills | \* |  |
| Interpersonal Skills | \* |  |
| Stamina and Resilience | \* |  |
| Confidence | \* |  |
| Team Player | \* |  |
| Personal impact and presence | \* |  |
| Willing to attend courses to update knowledge/skills | \* |  |