



Person Specification



Higher Level Teaching Assistant (HLTA)

The successful candidate will be a highly motivated, caring and skilled practitioner who is committed to supporting all pupils to achieve their full potential. They will be able to work effectively as part of a team while also demonstrating the confidence, initiative and professional judgement required to work independently and lead learning when required.

	Essential	Desirable
Qualifications and Training	- A good standard of general education, including English and mathematics at GCSE Grade 4/C or above, or equivalent. HLTA Status Certificate/Outcome Letter or an equivalent relevant qualification. - Evidence of relevant professional development relating to teaching, learning and supporting children. - A willingness to undertake further training and continuing professional development relevant to the role.	- First aid qualification or willingness to undertake appropriate first aid training. - Training or qualifications relating to SEND, SEMH, autism, behaviour support, speech and language, phonics or other relevant areas of additional need. - Relevant safeguarding and child protection training. - Team Teach Certificate or equivalent.
Experience	- Significant experience of working successfully with children of primary school age. - Experience of working with individuals, small groups and whole classes. - Experience of adapting learning activities to meet differing abilities and needs. - Experience of supporting pupils with additional educational, behavioural or emotional needs. - Experience of providing whole class cover in the absence of a teacher. - Experience of working with pupils with SEND and/or SEMH needs. - Experience of supporting pupils who demonstrate challenging or dysregulated behaviour.	- Experience of working across more than one primary age phase. - Experience of contributing to assessment and maintaining appropriate records of pupils' progress. - Experience of liaising with parents, carers and external professionals.

Knowledge and Understanding	• An understanding of the role of an HLTA and the professional boundaries associated with the position. • An understanding of how to differentiate and adapt activities to enable all pupils to access learning. • An understanding of positive behaviour management and the importance of consistent routines, expectations and relationships. • An understanding of SEND and the barriers to learning that some pupils may experience. • An understanding of the importance of promoting pupils' independence rather than creating unnecessary dependence on adult support. • Knowledge of strategies for supporting pupils with autism, ADHD, speech and language needs and/or SEMH needs.	• Knowledge of the National Curriculum and expectations across the primary age range. • Knowledge of systematic synthetic phonics and early reading. • Knowledge of trauma-informed, relational or restorative approaches to supporting behaviour.
Teaching and Learning Skills	• Evidence of providing appropriate whole-class cover when required. • Ability to remain calm and professional when responding to challenging behaviour. • Ability to use appropriate de-escalation and regulation strategies. • Ability to support pupils to develop emotional regulation, resilience and independence.	• Evidence of supporting within a support base for SEMH pupils.
Additional	• Recommendation from both referees. • Clear Enhanced DBS Check.	

The criteria within this person specification may be assessed through:

- Application form and supporting statement;
- References;
- Interview;
- Practical/teaching activity where appropriate;
- Qualification and identity checks;
- Safer recruitment and safeguarding checks.

Throston Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to appropriate safer recruitment checks, including an enhanced DBS check and any other checks required for the post. Please note all appointments within Throston Primary School are subject to a declaration of medical fitness by the Council's Occupational Health Service, having made reasonable adjustments in line with the Equality Act (2010) where necessary.