



ST WHITE'S PRIMARY SCHOOL
HLTA – PERSON SPECIFICATION

| | Essential | Desirable |
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| Qualifications | <ul style="list-style-type: none">• HLTA status or higher• Or be willing to complete HLTA training | <ul style="list-style-type: none">• Other relevant qualifications (e.g. Foundation Degree in Education)• National Vocational Qualifications in Supporting Teaching and Learning |
| Experience | <ul style="list-style-type: none">• Working in school for a minimum of 3 years• Training or expertise in a relevant curriculum or other learning area (e.g. ICT, maths or literacy)• Working with children who have specific special/EAL needs | Experience of: <ul style="list-style-type: none">• Leading and managing other support staff |
| Knowledge and Understanding | Knowledge and understanding of: <ul style="list-style-type: none">• HLTA Standards 8 to 16• Relevant policies, codes of practice and legislation including safeguarding• Multi agency working | |

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| Skills | <ul style="list-style-type: none"> • Demonstrate the HLTA standards 17 to 33 • Plan effective activities for pupils at risk of underachieving; • Develop their knowledge through the evaluation of their own learning needs; • Work independently; • Organise, lead and motivate a team, and work well as part of it • Calm under pressure and able to adapt to change quickly | <ul style="list-style-type: none"> • Use coaching and mentoring skills with adults and pupils • Demonstrate leadership and line management skills |
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