**POST TITLE: HLTA Higher Level Teaching Assistant (H5)**

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| **Criteria** |  | **Essential** | **Desirable** |
| **QUALIFICATIONS AND EXPERIENCE** | * Good English and Maths skills equivalent to NVQ level 2 or GCSE grade C in English and Maths * HLTA qualification or be expected to achieve this status * Practical experience of working with children. * Professional qualification in child development or childcare * Experience of working in a school. * Experience of working with SEN children * Experience of working in care setting * Qualification/s and special training in particular area/s of SEN practice | V  V  V  V  V | V  V |
| **SKILLS** | * Ability to work as part of a large team. * Ability to organise, lead and motivate a team. * Ability to follow directions given by a teacher or other professional. * Can maintain good discipline and work independently * Willingness to learn new skills * Ability to recognise and support individual needs including those with challenging behaviour * Skill and knowledge of using alternative communication methods * Can use ICT effectively to support learning. * Full working knowledge of relevant polices/codes of   Practice / legislation.   * Working knowledge and experience of implementing   national/foundation stage curriculum and other  relevant learning programmes/strategies.   * Good understanding of child development and   learning processes.   * Understanding of statutory frameworks relating to   teaching.   * Constantly improve own practice/knowledge through   self-evaluation and learning from others.   * Ability to relate well to children and adults.   Work constructively as part of a team, understanding  classroom roles and responsibilities and your own  position within these.   * Knowledge of particular curriculum area | V  V  V  V  V  V  V  V  V  V  V  V  V  V  V | V |
| **PERSONALITY AND PHYSICAL MAKE** | * Confident with clear speech * Able to form effective working relationships * Able to motivate adults and pupils * A sense of humour * Good health * Honesty * Energy to cope with a physically and emotionally challenging job | V  V  V  V  V  V  V |  |
| **WORK ATTITUDES** | * Is prepared to work with all the students and class teams * Adaptable and versatile in coping with unexpected * Positive solution focused attitude | V  V  V |  |