Person Specification – Whole School HLTA											
Attributes	**Essential**	**1**	**2**	**3**	**4**	**Desirable**	**1**	**2**	**3**	**4**	**How to be assessed**
Qualifications, Knowledge and Experience:	**Qualifications:** • Relevant TA qualification • Willingness to work towards HLTA qualification or similar **Knowledge:** • Effective teaching and learning styles • Knowledge of providing effectively for the individual needs of all children • Understanding the core subject curriculum guidance, and principles and developments of the National Curriculum and Development Matters					• **Qualifications:** • HLTA qualification or similar • Any additional, relevant qualifications **Knowledge:** • Understanding of current developments regarding the National Curriculum • Understanding the positive links necessary within a school, and in turn with all its stakeholders • Particular knowledge or interest in a specific subject discipline/curriculum area					Application Application and interview

	• Knowledge of effective positive behaviour management strategies • Comprehensive safeguarding knowledge. **Experience:** • Experience of successfully teaching whole classes of primary aged pupils • Experience of working across more than one Key Stage • Experience of following and implementing whole school policies, e.g. behaviour policy, safeguarding policies					**Experience:** • Experience of working effectively in partnership with parents • Experience and willingness to provide extra-curricular activities for children • Experience of delivering lessons to whole classes across EYFS, KS1 and KS2 • Experience of supporting the development of others, e.g. other Tas • Experience of impacting directly upon pupil's progress and outcomes					Application
Planning and Organising:	• Excellent organisational skills • High levels of flexibility and adaptability					• Experience of planning and preparing own lesson plans, resources and activities • Understanding of current developments in education					Application and interview

	• Ability to follow given lesson plans and to adapt these where necessary to meet the needs of all pupils • Knowledge of adaptive teaching practices to meet the needs of all learners • Use of ICT to enhance children's learning • Ability to prioritise and work under pressure					• Working knowledge of evidence-based teaching practices which have a strong correlation to improving outcomes for children and young people					
Management and Teamwork:	• Work effectively as a member of a team • Ability to promote disciplined behaviour throughout the class and school; and to have a positive approach to behaviour management • Build relationships with pupils and staff across the whole school and the ability to communicate effectively to share class					• Show evidence of commitment to taking an active part in school life, including out of school hours activities • Experience and willingness to provide extra-curricular activities for children					Application Interview (including lesson observation)

	feedback, progress and next steps with teachers										
Communicating and Influencing:	• Excellent communication skills • Ability to inspire and motivate children • Strong inter-personal skills to develop pupil and parental relationships • Communicate effectively (both orally and in writing) to a variety of audiences					• Understanding the positive links necessary within a school, and in turn with all its stakeholders • Experience of working effectively in partnership with parents and/or other agencies					Interview (including lesson observation)
Other Skills and Behaviours:	• Ability to identify own learning needs					• Evidence of continuous professional development and commitment to further professional development relating to curriculum/learning and teaching					Application and Interview

Scoring Key: **1. Does not meet criteria** **2. Meets criteria** **3. Exceeds criteria** **4. Exceptional standard**

Name of Candidate:

Name of Interviewer: **Date:**