

**Ashfield Junior School Person Specification: HLTA**

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| **Category** | **Essential** | **Desirable** |
| **1. Qualifications/ Professional Development** **Experience** | * Meet HLTA standards or equivalent qualification.
* Hold relevant qualifications at a level equivalent to at least level 3
* Demonstrable levels of numeracy & literacy equivalent to GCSE (A-C) or NVQ Level 2 (or by test)
* Training as appropriate and training relevant to the post, including behaviour management and Child Protection training
* Training in relevant learning strategies e.g. literacy, phonics etc.
 | • Evidence of specialism in specific curriculum areas or areas of particular learning difficulty• A minimum of two years’ experience of working with children (either paid or unpaid capacity) preferably in an education setting |
| **2. Knowledge and Understanding**  | • Knowledge & understanding of the National Curriculum • Understanding of behaviour management strategies. | • Understanding of First Aid procedures. • Understanding of how to deliver and teach phonics |
| **3. Teaching and Learning** | • A secure understanding of the requirements of the National Curriculum • Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils • A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning • Experience of effective monitoring and evaluation of teaching and learning • Secure knowledge of statutory requirements relating to the curriculum and assessment • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management | • Understanding of successful teaching and learning across the curriculum across KS2 • Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management • Whole school curriculum leadership • Promoting SMSC of pupils across the curriculum  |
| **4. Skills, Qualities and Abilities**  | • High quality teaching skills • Strong commitment to the vision statement • High expectations of pupils’ learning and attainment • Strong commitment to school improvement and raising achievement for all • Ability to build and maintain good relationships • Ability to remain positive and enthusiastic when working under pressure • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Good communication skills • Good interpersonal skills • Stamina and resilience |  |
| **5. References**  | * Positive recommendation in professional references
* Satisfactory health and attendance record
* Satisfactory safeguarding references
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| **6. Safeguarding**  | Ashfield Juniors is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants |  |