



PALATINE PRIMARY SCHOOL

HIGHER LEVEL TEACHING ASSISTANT (HLTA) PERSON SPECIFICATION

Dimension	Essential Criteria	Desirable Criteria
Education/ Qualifications	<ul style="list-style-type: none"> • HLTA qualification • Willingness to undertake relevant training and meetings 	<ul style="list-style-type: none"> • First Aid, Basic Food Hygiene, Manual Handling or other qualification • Driving license
Personal Competence	<ul style="list-style-type: none"> • Has integrity • Positive outlook • Flexible • Calm • Is prepared to 'go the extra mile' • Demonstrates commitment 	
Previous Experience	<ul style="list-style-type: none"> • Experience of supporting pupils with SEN in a mainstream primary or special school. • Experience of pupils with complex learning needs including autism or social emotional and mental health difficulties 	<ul style="list-style-type: none"> • Experience of planning • Experience of teaching whole class lessons • Training or expertise in a relevant curriculum or other learning area • Experience of leading a team/project/whole school initiative
Skills/ Knowledge	<ul style="list-style-type: none"> • Knowledge of SEN including autism, severe learning and communication difficulties and positive behaviour support strategies. • Knowledge of the National curriculum framework and/or Early Years Foundation Stage • Knowledge of Child Development • Demonstrates the HLTA standards 	<ul style="list-style-type: none"> • Knowledge of signing, either Sign-a-long, or Makaton. • Knowledge of multi-sensory approaches to learning. • Knowledge of PECS • Knowledge of Attention Autism • Knowledge of therapeutic strategies to support social, emotional and mental health needs • Demonstrate the skills needed to supervise and manage a class
Ability/ Aptitudes	<ul style="list-style-type: none"> • Ability to work independently and to use own initiative. • Ability to work as a part of a team. • Ability to lead a small team • Good communication skills. • Ability to react quickly and effectively to challenging and difficult situations. • ICT skills for teaching and administration. • Ability to work safely with children and an understanding of risks to children with SEN. • Be enthusiastic about children's learning 	
Personal/ Physical Requirements	<ul style="list-style-type: none"> • Prepared to work outdoors and be involved with physical activities including visits to local environment, swimming sessions, and soft play. 	

	<ul style="list-style-type: none">• Fit and able to complete the physical requirements of working with young and energetic children	
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