



PERSON SPECIFICATION

JOB TITLE: HLTA for PE



Essential upon appointment	Desirable on appointment
Knowledge <ul style="list-style-type: none"> • Good understanding of child/young people's development and learning processes • Understanding of individual children and young peoples' needs • An understanding that children/young people have differing needs and knowledge of inclusive practice • An understanding of how to teach the tactics and techniques involved in a range of sports 	<ul style="list-style-type: none"> • Knowledge of Behaviour Management techniques • Knowledge of Child Protection and Health & Safety legislations and procedures
Experience <ul style="list-style-type: none"> • Significant experience of working with children in an education setting 	<ul style="list-style-type: none"> • Experience of delivering evidence based interventions that accelerate learning • Experience of coaching/teaching in a range of sports
Occupational Skills <ul style="list-style-type: none"> • Demonstrable ICT skills and ability to use them as part of the learning process, or, the ability to develop ICT skills in a reasonable timeframe • Good written and verbal communication skills: able to communicate effectively and build good relationships with all teachers, children, young people, families and carers 	
Qualifications <ul style="list-style-type: none"> • Level 2 numeracy & literacy qualification or equivalent • HLTA status or QTS ** • ** It is essential that Higher Level Teaching Assistants are assessed against and meet the HLTA standards, or have Qualified Teacher Status to enable them to deliver teaching and learning activities to a whole class • Qualified to deliver swimming lessons, if not, then must be willing to gain qualification (costs will be covered by the school) 	<ul style="list-style-type: none"> • Relevant NVQ level 4 or foundation degree • Appropriate first aid/Lifeguard training • Level 2 coaching awards
Personal Qualities <ul style="list-style-type: none"> • Demonstrable interpersonal skills • Ability to work successfully in a team • Able to exercise judgement 	<ul style="list-style-type: none"> • Creativity

<ul style="list-style-type: none"> • Confidentiality • Flexibility 	
<p>Other Requirements</p> <ul style="list-style-type: none"> • Enhanced DBS clearance • To be committed to the school's policies and ethos • To be committed to Continuing Professional Development • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes • Ability to use authority and maintain discipline • An empathy for equality & diversity • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post • Availability to run after school clubs 	