



HLTA person specification St Michael's Catholic Primary School

	Essential	Desirable
Qualifications and training	<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have HLTA status or QTS. • Meet the HLTA standards or equivalent. 	<p>The successful candidate may also have:</p> <ul style="list-style-type: none"> • First aid training. • Relevant qualifications to at least level of qualification. • Evidence of relevant CPD. • Evidence of relevant safeguarding training
Skills and experience	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • Demonstrable levels of numeracy and literacy. • Experience of working in a school setting. • Experience of working with pupils with SEND. • Experience of teaching individuals, groups and whole classes. • Effective oral and written communication skills. • Good organisational and time management skills. • Strong ICT skills. 	<p>The successful candidate may also have:</p> <ul style="list-style-type: none"> • Experience leading and managing other support staff. • Experience in a specialist area. • Experience in multi-agency working.
Knowledge	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • Knowledge of the HLTA standards. • Knowledge of relevant school policies, including safeguarding. • Knowledge of the curriculum. 	<p>The successful candidate may also have:</p> <ul style="list-style-type: none"> • Knowledge of a specialist area. • Knowledge and experience of first aid procedures



Personal traits	The successful candidate will be: <ul style="list-style-type: none">• Able to build successful working relationships.• Able to demonstrate a clear commitment to safeguarding and promoting the welfare of children.• Adaptable.• Able to work independently and in a group.• Empathetic with those facing barriers to their learning.	
School Ethos	The successful candidate will demonstrate; <ul style="list-style-type: none">• Commitment to support the Catholic ethos of the school• Commitment and enthusiasm to motivate and support the learning of children of all abilities and backgrounds, including vulnerable learners.	The successful candidate may also: <ul style="list-style-type: none">• Be a practicing Catholic• Experience of working with and/or developing links with parents/carers and the wider community.