

HLTA – ELM TREE PRIMARY ACADEMY

PERSONAL SPECIFICATION

Qualifications and Experience	<p>HLTA qualifications</p> <p>Experience of working with reception, key stage 1 and 2 pupils</p> <p>A minimum of 3yrs school based experience</p> <p>Experience of teaching individuals, small groups and classes</p> <p>At least grade C/4 GCSE maths and English</p> <p>Evidence of CPD</p> <p>A commitment to future professional development</p> <p>Knowledge and Experience of Primary Curriculum</p> <p>Knowledge and understanding of Equal Opportunities</p> <p>Knowledge of Health and Safety issues</p>
Training	<p>Willing to attend relevant training</p>
Knowledge and Skills	<p>Understands the needs of autistic pupils and pupils with communication difficulties.</p> <p>Understand the needs of pupils with learning needs.</p> <p>Be computer literate.</p> <p>Work with individual or small groups of pupils with additional needs</p> <p>To be able to support teaching staff in the assessment of academic achievement and pupil need.</p> <p>Take a role in raising pupils' aspirations and independence.</p> <p>Support staff to create a positive learning environment.</p>

	Experience of designing and delivering programmes of work in collaboration with teachers and other specialists.
Personal Qualities	<p>Able communicator</p> <p>Good organisational skills</p> <p>Commitment, enthusiasm, a sense of humour and determination to succeed.</p> <p>A capacity for hard work and an aptitude to work as part of the wider staff team.</p> <p>Demonstrate an ability to work with pupils and families in a sensitive and positive way.</p> <p>Be able to work independently</p> <p>To develop knowledge through the evaluation of own learning needs</p>
Commitment to the following	<p>Pupils with additional needs.</p> <p>Raising standards for pupils</p> <p>Setting a good example in terms of dress, punctuality and attendance.</p> <p>An enthusiasm and determination to support the vision and values of the school community.</p>
Legal Requirements	Enhanced DBS clearance.