**Person Specification**

***Dobcroft Junior School***

***HLTA***

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| **CRITERIA** | **HOW ASSESSED** |
| **Qualification** | |
| At Higher level Teaching Assistant qualification or equivalent | Application form |
| **Experience** | |
| Experience of working with young people and children, including those with Special Educational Needs (SEN) | Application form, interview, task, reference |
| Experience of whole class teaching example providing cover for class teachers, planning and delivering lessons for PPA and cover (possible specialism in French and/or RE) | Application form |
| **Personal and Professional Skills and Attributes** | |
| Ability to engage constructively with, and relate to, a wide range of young children from different backgrounds | Application form, task, interview |
| Ability to undertake assessments of pupils to determine those in need of particular support | Application form, task, interview |
| Ability to motivate and enthuse pupils | Application form, task, interview |
| A commitment to high academic standards | Application form, task, interview |
| A commitment to high standards of pupil behaviour | Application form, task, interview |
| Ability to work effectively as a member of a team and display excellent interpersonal skills | Application form, interview |
| Good communication skills | Application form, task, interview |
| Highly motivated, organised and enthusiastic | Application form, task, interview |
| High professional and personal standards | Application form, interview |
| A commitment to working to strict deadlines | Application form, interview |
| Ability to be flexible and respond to the needs of the school on a daily basis | Application form, interview |
| A willingness to play a part in the wider life of the school | Application form, interview |