



## PERSON SPECIFICATION: Higher Level Teaching Assistant (Nursery)

	Essential	Desirable	Evidence
<b>Qualifications / Training</b>			
HLTA status or equivalent	X		A/I
Working at National Occupational Standards Level 4		X	A/I
Relevant degree		X	A/I
Specialist skills/training in curriculum or learning e.g. bi-lingual, sign language, ICT, First Aid etc		X	A/I
<b>Experience</b>			
Experience of working with children aged 4 years and under in a childcare setting	X		A/I
Experience of recording observations, and supporting others in planning for children's learning in EYFS	X		A/I
Experience of leading teaching a whole class		X	A/I
Experience of leading teaching in small groups	X		A/I
Experience of working in close partnership with parents	X		A/I
Experience of working with children with additional needs	X		A/I
Experience of setting up engaging continuous provision/activities	X		A/I
Experience of delivering 'outdoor learning' sessions to children below 4 years		X	A/I
<b>Abilities/Skills/Knowledge</b>			
Ability to promote the development and learning of all children in line with EYFS	X		A/I/JRT
To be able to support the Foundation Stage Leader by contributing towards planning, preparing, implementing and evaluating provision for children in EYFS	X		A/I/JRT
To be able to provide our youngest children with a play-based learning space, where they feel safe	X		A/I
Ability to provide and deliver learning activities for small groups of children	X		A/I/JRT
Good working knowledge and experience of implementing relevant curricula and other relevant learning programmes	X		A/I
Good understanding of child development and learning processes	X		A/I
Good understanding of statutory frameworks relating to teaching	X		A/I
Desire and ability to constantly improve own practice/knowledge through self-evaluation and learning from others	X		A/I
Ability to relate well to children and adults and communicate effectively with them, verbally and in writing	X		A/I
An understanding of classroom roles and responsibilities and your own position within these	X		A/I
Ability to apply a range of behaviour management policies and strategies which contribute to a purposeful learning environment	X		A/I
Ability to work effectively as part of a team and contribute to group thinking, planning, etc	X		A/I
Ability to be flexible	X		A/I
Ability to use own initiative and work independently	X		A/I
Motivate, inspire and have high expectations of pupils	X		A/I
Creative approach to problem solving	X		A/I

Ability to adapt quickly and effectively to changing circumstances/situations	X		A/I
A commitment to improving the academic standards of all children	X		A/I
A commitment to equalities issues and to social inclusion	X		A/I
Ability to work calmly under pressure	X		A/I
Committed to personal and professional development	X		A/I
Ability to critically evaluate own performance	X		A/I
Ability to record and assess pupil progress/performance etc.	X		A/I
Ability to comply with policies and procedures relating to child protection, health and safety, confidentiality, data protection and equal opportunities	X		A/I
Ability to use ICT effectively to support learning	X		A/I
Ability to organise and manage an appropriate learning environment and resource	X		A/I
Ability to encourage participation in structured and unstructured learning activities, including play (timetabled and during break times)	X		A/I
Ability to model exemplary practice in terms of inclusion and supporting children with special educational needs and their families	X		A/I
<b>Other</b>			
Being available for attending whole school events such as sports day, parents' evenings and performance, as required	X		A/I
Medical clearance subject to reasonable adjustments under the Equality Act 2010 (where appropriate)	X		JRC
Enhanced Disclosure and Barring Service (DBS) clearance	X		JRC

**Key**

A: Application  
I: Interview  
JRT: Job related task  
JRC: Job related check