**Person Specification – HLTA November 2023**



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|  | **Essential** | **Desirable** |
| **Qualifications** | * English language, reading and comprehension up to GCSE standard
* Numeracy skills up to GCSE standard
* Or equivalent to the above
* HLTA Level 4 qualification in teaching and learning or similar, or willingness to undertake if hold Level 3.
* Relevant and recent training such as ASD interventions, student wellbeing
 | * First aid qualification

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| **Experience** | * Experience of successfully working with pupils with complex behavioural needs
* Experience of working collaboratively within a team approach
* Experience of effectively managing challenging behaviour using the PBS approach.
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| **Knowledge****and Skills** | * Knowledge of specific needs and abilities of students with a wide range of SEN
* Excellent oral/written communication skills
* Excellent organisational skills and ability to work to strict to deadlines
* A proactive attitude to solving problems and overcoming issues
* Willing to learn new technologies
* Flexibility and adaptability to change
* Ability to accept direction from line managers whilst also using own initiative
* Ability to prioritise and commitment to ensuring the needs of the students are met at all times
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