

Person Specification – HLTA January 2025

	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
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.	
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	