**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 |
| **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 |  |