**HLTA Student Support**

**PERSON SPECIFICATION**

**KEY A – Application form; R – Reference; I – Interview**

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|  | **Criteria** | **Assessments** |
| **KNOWLEDGE** | * Understanding of challenges facing young people which may prevent them from learning
 | A & I |
| * Understanding the types of SEN encountered in school and methods of providing support
 | A & I |
| * Understanding of relevant codes of practice and legislation
 | A & I |
| **SKILLS****&****ABILITIES** | * To effectively use ICT and use of other equipment
 | A |
| * Ability to relate well to children and adults and form constructive relationships
 | R |
| * Able to work independently but also a good team member
 | R |
| * Ability to self-evaluate learning needs
 | R |
| * Excellent communicator both oral and written
 | A & R |
| * Ability to devise implement and monitor individual action plans for students
 | A & I |
| * Ability to engage constructively, and relate to young people who may have a range of individual needs
 | A.I&R |
| * Ability to work effectively and network with professional support services and parents
 | R & I |
| * Commitment to improving the lives and learning opportunities of young people
 | R & I |
| * Good time management
 | I & R |
| * Good organisational skills
 | A & I |
| * Flexible approach
 | R |
| **EDUCATIONAL** | * Good literacy and numeracy skills
* 5 GCSE’s grades A-C including Maths and English (or equivalent)
* NVQ level 3 in education or equivalent qualifications and or experience
* HLTA Diploma or equivalent qualification or experience
 | Certificates |
| **EXPERIENCE** | * A proven track record of relevant work with young people in one of a range of fields including education, youth work, health and social work
 | R |
| **OTHER** | * **This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A** **Disclosure and Barring Service check will** **be required prior to appointment**.
 | DBS |