

## Person Specification – HLTA SEMH

Essential Criteria	Desirable Criteria	How identified
Meet HLTA standards/equivalent qualifications, including GCSE/CSE English and Maths	Good understanding of Microsoft Word and Excel	Certificates/Application form
Experience of working with children with SEMH needs	Trained in trauma informed or THRIVE practice	Application form
Evidence of successful outcomes in the planning and delivery of 1-1 and small group activities/ programmes	Experience of 'Assess-Plan-Do-Review' cycle and contributing to reviews of students' progress	Application form
Evidence of evaluating the impact and effectiveness of intervention programmes	Engaged with research and evidence around effective practice	Application form and interview
Ability to relate well to children and adults	Experience of supporting attendance of students to school	Application form and interview
Ability to work constructively as part of a team		Application form and interview
Ability to be adaptable & flexible		Application form and interview
To be aware of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection		Application form and interview