

## Person Specification – HLTA January 2025

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• English language, reading and comprehension up to GCSE standard</li> <li>• Numeracy skills up to GCSE standard</li> <li>• Or equivalent to the above</li> <li>• HLTA Level 4 qualification in teaching and learning or similar, or willingness to undertake if hold Level 3.</li> <li>• Relevant and recent training such as ASD interventions, student wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• First aid qualification</li> </ul>
<b>Experience</b>	<p>Experience of successfully working with pupils with complex behavioural needs</p> <p>Experience of working collaboratively within a team approach</p> <p>Experience of effectively managing challenging behaviour using the PBS approach.</p>	
<b>Knowledge and Skills</b>	<p>Knowledge of specific needs and abilities of students with a wide range of SEN</p> <p>Excellent oral/written communication skills</p> <p>Excellent organisational skills and ability to work to strict to deadlines</p> <p>A proactive attitude to solving problems and overcoming issues</p> <p>Willing to learn new technologies</p> <p>Flexibility and adaptability to change</p> <p>Ability to accept direction from line managers whilst also using own initiative</p> <p>Ability to prioritise and commitment to ensuring the needs of the students are met at all times</p>	