

HLTA (with a specialism in SEN)- Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE Maths and English C or above HLTA Level 4 qualification or a higher related qualification. 	<ul style="list-style-type: none"> Related academic qualifications
Professional Experience	<ul style="list-style-type: none"> Recent experience working with primary age with complex SEN including ASD. Working with parents/carers Working with allied professionals 	<ul style="list-style-type: none"> Working with learners from a variety of social and cultural backgrounds.
Professional Knowledge	<ul style="list-style-type: none"> An understanding of safeguarding practices. Knowledge and understanding of the delivery of specific programmes including: Attention Autism, SALT programmes, intensive interaction, sensory circuits and diets, OT programmes, TEACCH workstations, AAC and PBS. Clear understanding of the varying needs of children with ASD and/or other complex needs. 	<ul style="list-style-type: none"> Organisational challenges within the context of SEN provision.
Professional Skills	<ul style="list-style-type: none"> Actively promote the school's values, aims and objectives. Develop good professional relationships within and across teams. Establish effective relationships with learners, parents/carers and the school community. Effectively manage challenging behaviour. Demonstrate good organisational skills Effective communication with a range of stakeholders. Good basic literacy and numeracy skills in order to fulfil administrative roles. 	<ul style="list-style-type: none"> High expectations Specialism and personal achievement in 1 or more areas.
Personal Qualities	<ul style="list-style-type: none"> Demonstrate a passion for inclusive education for all children. Professionalism. Effective communication skills Flexibility, enthusiasm, resilience and drive. 	<ul style="list-style-type: none"> Creative and dynamic approaches.

	<ul style="list-style-type: none">• A commitment to further professional development and training.• Ability to inspire, engage and motivate all learners to reach their full potential.	
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