



Dashwood Banbury Academy

an Aspirations Academy

Growing together; succeeding together

Personal Specification

HLTA: Specialist SEN

	Criteria	Essential / Desirable
Experience	<ul style="list-style-type: none"> • Experience of working with children in an education setting • Experience of working within continuous provision • Experience of working with children with SEN 	E D E
Qualifications and Training	<ul style="list-style-type: none"> • GCSE grade C or higher in English and Mathematics • NVQ Level 3 • EYFS Qualification • First aid • Swimming qualification 	E E D D D
Aptitudes and Abilities	<ul style="list-style-type: none"> • Ability to assimilate information • Good organisational skills • Ability to work under own initiative • Helpful and positive nature • Understands the importance of confidentiality and discretion • Highly motivated showing resilience, stamina and reliability under pressure • Reflective – able to review own performance and keen to learn and develop own skills • Flexible attitude towards work and can adapt quickly to new demands • Commitment to the value and ethos of the Academy 	E E E E E E E E E E
Knowledge	<ul style="list-style-type: none"> • Discretion, loyalty, commitment, patience, flexibility, good personal organisation, firmness, the ability to work within a team and good oral communication. • An ability to support pupils in achieving their individual targets. 	E E
Attitude	<ul style="list-style-type: none"> • Self-motivated • Team player 	E E
Other Factors	<ul style="list-style-type: none"> • Commitment to equality of opportunity and the safeguarding and welfare of all pupils. • Enhanced DBS check. 	E E

'To be able to dream about the future, while being inspired in the present to reach those dreams' Dr Russell J Quaglia