

Person Specification – HLTA January 2025

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> English language, reading and comprehension up to GCSE standard Numeracy skills up to GCSE standard Or equivalent to the above HLTA Level 4 qualification in teaching and learning or similar, or willingness to undertake if hold Level 3. Relevant and recent training such as ASD interventions, student wellbeing 	<ul style="list-style-type: none"> First aid qualification
Experience	<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>	
Knowledge and Skills	<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>	