

Person Specification – HLTA January 2025

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Numeracy skills and English language, reading and comprehension up to GCSE standard or equivalent Level 3 or above in teaching and learning or similar Relevant and recent training such as PBS, Thrive, interventions, student wellbeing 	<ul style="list-style-type: none"> HLTA Level 4 qualification
Experience	<ul style="list-style-type: none"> Experience of successfully working with pupils with complex behavioural needs Experience of working collaboratively within a team approach Experience of effectively managing behaviours of concern using the PBS approach. 	<ul style="list-style-type: none"> Planning, teaching and assessing small groups or 1:1
Knowledge and Skills	<ul style="list-style-type: none"> Knowledge of specific needs and abilities of students with a wide range of SEN Excellent oral/written communication skills Excellent organisational skills and ability to work to strict to deadlines A proactive attitude to solving problems and overcoming issues Willing to learn new technologies Flexibility and adaptability to change Ability to accept direction from line managers whilst also using own initiative Ability to prioritise and commitment to ensuring the needs of the students are met at all times 	