

SPRINGFIELD PRIMARY SCHOOL

Person Specification – ERF HLTA



	<u>Essential</u>	<u>Desirable</u>	<u>Evidence</u>
Experience of working with children with complex SEND needs	*		A
A commitment to Inclusion	*		A/I/R
Qualified HLTA status		*	A
A knowledge of HLTA standards	*		A/I
Basic skills L2 in English and Maths	*		A/I
Able to overcome barriers to learning for children with a range of Special Needs	*		A/I/R
Skills and experience in using positive behaviour management and de-escalation strategies, such as Team Teach	*		A/I
Understanding of pupils sensory needs	*		A/I
Team working skills	*		A/I/R
Ability to work with initiative	*		A/I/R
Good communication skills	*		A/I/R
Can work to deadlines	*		A/R
Calm and assertive disposition	*		I/R
Can become involved in the general life of the school	*		A/I
Cheerful personality, who enjoys their job!	*		I/R
Reliable and trustworthy	*		A/I/R
Good interpersonal skills	*		I/R
Previous experience of leading groups or small class	*		A/I
Experience of multi-agency working		*	A/I
Experience in planning effective activities for pupils at risk of underachieving		*	

Evidence Key

A = application; I = interview, R = reference