

Person Specification
Teachers and Support Staff

Role:	HLTA - SEMH	
	Essential Requirements	How Identified
Qualifications	Meet national Higher Level Teaching Assistant standards. NVQ Level III for Teaching Assistants. GCSE (A-C) English and Maths or equivalent eg. Adult Literacy/Numeracy at level 2.	Application
Experience	<i>Minimum of 2 years experience of the following:</i> Recent experience of working in a school or other organisation with children of relevant age to promote learning. Experience of working as part of a team. Experience of supervising or managing staff. Experience of working with pupils with additional educational needs, more able, special educational needs.	Application References Interview
Training	Willingness to undertake further training in relevant learning strategies. Evidence of previous personal development.	Application Interview
Knowledge, Skills and Ability	An understanding of the needs of a multicultural society. An understanding of the issues relating to pupils who have additional learning needs, more able and special needs. Understanding of child development and learning processes. Full working knowledge of relevant polices/codes of practice and awareness of relevant legislation. Working knowledge and experience of implementing national curriculum and other relevant learning programmes and strategies. Knowledge of Health and Safety requirements. Full working knowledge of behaviour management. Knowledge of how to access support from internal/ external agencies.	Application Interview
Personal Circumstances	Legally entitled to work in the UK. Will not require leave during term time. DBS check required.	Application Interview
Disposition and Attitude	A passion for education and a deep-felt desire to make a difference for young people. To like young people and be liked by them To possess educational vision underpinned by values To operate in line with the seven principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of other's sensitivities; to have personal pride and lead by example. Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself. Understand the importance of work/ life balance. Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism.	Application Interview References

	Desire for significant professional development.	
Physical	Resilient Excellent attendance and punctuality.	References Interview
Equality	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application Interview