



FINHAM PARK
MULTI ACADEMY TRUST

HLTA Student Support PERSON SPECIFICATION

KEY A – Application form; R – Reference; I – Interview

	Criteria	Assessments
KNOWLEDGE	Understanding of challenges facing young people which may prevent them from learning	A & I
	Understanding the types of SEN encountered in school and methods of providing support	A & I
	Understanding of relevant codes of practice and legislation	A & I
SKILLS & ABILITIES	To effectively use ICT and use of other equipment	A
	Ability to relate well to children and adults and form constructive relationships	R
	Able to work independently but also a good team member	R
	Ability to self-evaluate learning needs	R
	Excellent communicator both oral and written	A & R
	Ability to devise implement and monitor individual action plans for students	A & I
	Ability to engage constructively, and relate to young people who may have a range of individual needs	A.I&R
	Ability to work effectively and network with professional support services and parents	R & I
	Commitment to improving the lives and learning opportunities of young people	R & I
	Good time management	I & R
	Good organisational skills	A & I
	Flexible approach	R
EDUCATIONAL	- Good literacy and numeracy skills 5 GCSE's grades A-C including Maths and English (or equivalent) - NVQ level 3 in education or equivalent qualifications and or experience - HLTA Diploma or equivalent qualification or experience	Certificates
EXPERIENCE	A proven track record of relevant work with young people in one of a range of fields including education, youth work, health and social work	R
OTHER	This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A Disclosure and Barring Service check will be required prior to appointment.	DBS

