



HLTA Student Support PERSON SPECIFICATION

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

	Criteria	Assessments
KNOWLEDGE	<ul style="list-style-type: none">• Understanding of challenges facing young people which may prevent them from learning	A & I
	<ul style="list-style-type: none">• Understanding the types of SEN encountered in school and methods of providing support	A & I
	<ul style="list-style-type: none">• Understanding of relevant codes of practice and legislation	A & I
SKILLS & ABILITIES	<ul style="list-style-type: none">• To effectively use ICT and use of other equipment	A
	<ul style="list-style-type: none">• Ability to relate well to children and adults and form constructive relationships	R
	<ul style="list-style-type: none">• Able to work independently but also a good team member	R
	<ul style="list-style-type: none">• Ability to self-evaluate learning needs	R
	<ul style="list-style-type: none">• Excellent communicator both oral and written	A & R
	<ul style="list-style-type: none">• Ability to devise implement and monitor individual action plans for students	A & I
	<ul style="list-style-type: none">• Ability to engage constructively, and relate to young people who may have a range of individual needs	A.I&R
	<ul style="list-style-type: none">• Ability to work effectively and network with professional support services and parents	R & I
	<ul style="list-style-type: none">• Commitment to improving the lives and learning opportunities of young people	R & I
	<ul style="list-style-type: none">• Good time management	I & R
	<ul style="list-style-type: none">• Good organisational skills	A & I
	<ul style="list-style-type: none">• Flexible approach	R
	EDUCATIONAL	<ul style="list-style-type: none">• 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
EXPERIENCE	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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

