



FINHAM PARK
MULTI ACADEMY TRUST

HLTA Support Worker 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
	<ul style="list-style-type: none"> Must be able to understand and carry out instructions containing Mathematical terms. 	
	<ul style="list-style-type: none"> Good knowledge of Mathematical notation. 	
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
	<ul style="list-style-type: none"> Must be able to verbally communicate high amounts of information in a succinct manner. 	
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 	Certificates
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

