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| **HLTA: Person Specification** |
| **Education and Qualifications** | **Criteria** | **Assessment** |
| Attainment of GCSE grade C or above in Maths and English (or able to demonstrate equivalent numeracy and literacy skills to a level 2 standard of education) | E | A |
| NVQ3 in Supporting Teaching and Learning or equivalent  | D | A |
| Commitment to personal/professional development  | D |  I |
| **Experience** | **Criteria** | **Assessment** |
| Relevant experience of working with young people aged between 11-19 | E | A,I |
| Experience of working in an educational setting | E | A,I |
| Experience of working with children with disabilities or medical issues | E | A,I |
| Experience of working with students, families and external agencies | D | A,I |
| First Aid trained or willing to undertake training | D | A,I |
| **Knowledge and Skills**  | **Criteria** | **Assessment** |
| Knowledge and understanding of safeguarding & associated procedures | E | A.I |
| Excellent written and oral communication skills | E | A,I |
| Ability to work on own initiative | E | A,I |
| **Personal Qualities** | **Criteria** | **Assessment** |
| Ability to communicate with a variety of people | E | A, I |
| Meet deadlines whilst working under pressure | D | A, I |
| Ability to supervise and provide welfare/personal support for pupils with additional needs | E | I |
| Enthusiastic and committed | E | I |
| Self-motivated and able to work constructively as part of a team | E | A, I |
| Excellent Interpersonal skills | E | I |
| High standards of professionalism, confidentiality and discretion | E | A, I |

**Criteria Key Assessment Key**

**E Essential A Application Form**

**D Desirable I Interview**