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***Easington Colliery Primary School***

Person Specification

**SEN HLTA Grade 8**

|  | **Essential** | **Desirable** | **Evidence** |
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| **Qualifications and Abilities** | * Good written and spoken English – GCSE grade C or equivalent in both English and Maths
* HLTA qualification or equivalent
* Current experience of using ICT to support learning
 | * First Aid
* Team Teach or equivalent
 | * Application form
* Certificates
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| **Experience** | * In working with children with Autism Spectrum Disorder
* Has delivered specific intervention in relation to social communication needs
* Has lead a team of other TAs
* Delivery of intervention targeted at the development of children’s social communication skills
* Supporting children with high needs in the mainstream classroom
* Experience of delivering whole class and group teaching
* A successful track record, minimum of two years, of working with children
* Experience of working with children presenting challenging behaviour
* Experience of working across Key Stages
 | * Experience in creating highly differentiated programmes, timetables, behaviour contracts
* Use of a sensory learning environment
* Knowledge of the SCERTs (assessment tracking)
* Manage organise the day to day running of an Enhanced Mainstream Provision (EMP)
 | * Application form
* Interview
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| **Professional Development** | * Evidence of continuing professional development
 | * Recent additional training
* Phonics training
 | * Application form
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| **Skills and Qualities** | * Experience of running groups under the teacher’s supervision
* Excellent behaviour management techniques and ways of overcoming barriers to learning
* Ability to establish and maintain firm and consistent boundaries
* Creativity and imagination – ability to adapt to the needs of the child
* An excellent and engaging communicator
* Ability to build and form good working relationships with children, parents/carers colleagues and professionals
* Excellent organisational skills and ability to meet deadlines
* Ability to work on own initiative, and prioritise between conflicting demands
* Maintaining confidentiality
 | * Ability to place a lead role in guiding mainstream colleagues in implementing Autism-friendly strategies
* A commitment to undertaken further specialist training as required
* Willingness to be involved in extra-curricular activities
* Good record of health and attendance
* Confident use of ICT
 | * Application form
* Interview
* References
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| **Equal Opportunities** | * Commitment to the School’s Equal Opportunities Policy, Special Needs Code of Practice and Disability Discrimination Act
* Commitment to the Safeguarding Practices and Procedures
 |  | * Application form
* Interview
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| **Disposition** | * To be interested in children as individuals and how they learn
* To display a warm and approachable demeanour
* Exhibit a flexible approach and sense of humour
* Be empathetic and sensitive to differing viewpoints
* To display a professional manner at all times, and in various contexts
* To be resilient
* To take a full and active role in the life of the whole school
 |  | * Interview
* References
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