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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 |
| **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 |
| **Professional Development** | * Evidence of continuing professional development | * Recent additional training * Phonics training | * Application form |
| **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 |
| **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 |
| **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 |