

## **PERSON SPECIFICATION**

**Post Title:** HLTA

**Grade and Salary Scale:** SCP 25-27, 37 hours, Term time only

**Service:** River Tees Multi Academy Trust

FACTOR	ESSENTIAL	DESIRABLE
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>A good standard of general education to Level 2 or equivalent including English and Mathematics</li> <li>To meet the requirements for HLTA or have an immediate commitment to do so</li> <li>Use of ICT to enhance children learners.</li> </ul>	<ul style="list-style-type: none"> <li>Higher level of qualifications which include demonstration of Mathematics/English above Level 3</li> <li>Current first aid qualification</li> <li>Willingness to maintain Team Teach qualification</li> </ul>
<b>Experience</b>	<p>Experience of effectively supporting teaching staff by:</p> <ul style="list-style-type: none"> <li>contributing to planning and preparation of lessons which support individual needs of students</li> <li>Using effective strategies to provide a purposeful learning environment and promoting good behaviour.</li> <li>Contributing planning and preparation of lessons and providing feedback to pupils and colleagues concerning pupils learning and behaviour.</li> <li>Contributing effectively to the selection and preparation of teaching resources that meet the diversity of pupils' needs and interests.</li> <li>Evaluating pupils' progress through a range of assessment activities and monitor pupils' participation, progress and responses to learning.</li> <li>Supporting the teacher in maintenance and analyse records of pupils' progress.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety training</li> <li>Risk assessment training</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>The ability to engage successfully with young people exhibiting difficult and challenging behaviour</li> <li>The ability to communicate effectively with a wide range of people, including young people, their families, professionals etc</li> <li>The ability to write concise, accurate and professional reports</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with young people in a wider educational way</li> </ul>

	<ul style="list-style-type: none"> <li>• The ability to maintain accurate records of interventions with young people</li> <li>• The ability to negotiate effectively</li> <li>• The ability to work in a non-confrontational manner</li> <li>• The ability to work independently with small groups/individuals</li> <li>• The ability to plan and deliver programmes in line with national curriculum core subjects</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• This post may require the post holder to transport young people in own car to educational venues/home</li> </ul>	