**Lindale CE Primary School Person Specification for TA/HLTA (25hr/5hr)**

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|  | Essential | Desirable |
| Qualifications |

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| * Be able to demonstrate levels of numeracy and literacy to GSCE [A-C]
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| * HLTA accredited status or QTS
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| * Specific Training for SEND
* Additional specialist qualification at Level 4 or above.
* Training in relevant strategies e.g. literacy, particular curriculum.
* QTS
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| Experience |

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|  **The applicant should have experience of:** * Delivery of specific programmes of work for SEND pupils.
* Working with children in a school setting in EYFS/KS1.
* Effective and positive behaviour management strategies.
* Working with and adapting tasks for children with SEND within the classroom setting.
* Teaching individuals, groups or whole classes
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|  **In addition they may also have experience of:** * Team around the child/review meetings and giving feedback to colleagues and professionals.
* Experience of delivering behaviour management/social skills/nurture group programmes.
* leading and managing other support staff
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| Knowledge and Understanding |

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|  **The applicant should have knowledge and understanding of:** * IEPs/pupil plans and how to track pupil progress.
* Giving feedback to pupils, parents and professionals about progress towards targets.
* How to organise and manage the tasks set by the class teacher/SENCO to make them accessible to the child
* The statutory requirements in relation to Health and Safety and **Child Protection**.
* HLTA Standards 8 to 16
* EYFS Framework
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|  **In addition they may also have knowledge and understanding of:** * Children with ASD
* Children with emotional and behaviour difficulties
* Curriculum development and implementation.
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| Skills | **The applicant will be able to:** * Work effectively in partnership with the class teacher, SENCO, other professionals and parents.
* Communicate effectively (both orally and in written form) to a variety of audiences.
* Promote school aims and values positively.
* Demonstrate excellent organisational skills.
* Be able to demonstrate the HLTA standards 17 to 33
* Show good ICT skills
 | **In addition, the applicant may:** * Have training or experience of delivering specific approaches for children with ASD or language and behaviour difficulties
* Be able to demonstrate leadership and line management skills
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| Personal Characteristics | * Supportive of the Christian ethos and values of the school.
* Positive, flexible, resourceful and organised.
* Be patient and willing to listen to others.
* Be creative and able to adapt to different learning needs of the child.
* Have a good sense of humour.
* Be a team player.
* A positive role model for the pupils.
* Have high standards and aspire to be outstanding in all areas of the job.
* Willingness to work across a range of year groups and contribute to the wider life of the school
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