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

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|  | Essential | Desirable |
| Qualifications | |  | | --- | | * Be able to demonstrate levels of numeracy and literacy to GSCE [A-C] | | * HLTA accredited status or QTS | |  | | |  | | --- | | * Specific Training for SEND * Additional specialist qualification at Level 4 or above. * Training in relevant strategies e.g. literacy, particular curriculum. * QTS | |
| Experience | |  | | --- | | **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 | | |  | | --- | | **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 | |
| Knowledge and Understanding | |  | | --- | | **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 | | |  | | --- | | **In addition they may also have knowledge and understanding of:**   * Children with ASD * Children with emotional and behaviour difficulties * Curriculum development and implementation. | |
| 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 |
| 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 |  |