



HLTA

Person Specification

In support of the School's vision and values		Essential	Desirable
1.	Ability to demonstrate consistent behaviours that reflect the School values, and be committed to supporting the School's vision.	✓	
Qualifications			
2.	5 A*- C GCSEs or equivalent including English and maths.	✓	
3.	Level 5 qualification OR evidence of the equivalent level of knowledge gained through work experience	✓	
4.	HLTA qualification	✓	
5.	Specialist training – disability and/or learning difficulties.		✓
Experience			
6.	Experience of working with learners in the 11-16 age range supporting Literacy and Numeracy skills/SEMH needs	✓	
7.	Awareness of the Code of Practice.	✓	
8.	Experience of assessing pupil progress and reporting on development and attainment	✓	
9.	Knowledge and experience of planning, preparing, delivering and evaluating learning activities	✓	
10.	Experience of working in a learning environment such as a school/college and understanding of how children learn.	✓	
11.	Experience of working with students with learning difficulties or disabilities.	✓	
12.	Experience of ICT packages such as SIMS, Class Charts, powerpoint, word, excel.	✓	
Qualities & Skills			
13.	Ability to prioritise and organise own workload.	✓	
14.	Ability to work effectively within a team.	✓	
15.	Ability to deal with challenging behaviour.	✓	

Our school aims to provide a quality education in a caring community based on values of respect, responsibility and resilience and a relentless pursuit of excellence in all that we do.



16.	Flexibility to occasionally work outside of school hours.	✓	
17.	Ability to observe and monitor progress and maintain records.	✓	
18.	Ability to motivate and encourage students.	✓	
19.	Displays commitment to the protection and safeguarding of children and young people.	✓	
20.	Ability to promote inclusion and acceptance of all pupils.	✓	
21.	Awareness of and ability to respond appropriately to individual pupil's needs	✓	

STAGE TWO Will only be used in the event of a large number of applicants meeting the minimum essential requirements.

<i>ADDITIONAL REQUIREMENTS</i>		METHOD OF ASSESSMENT
Experience		
1.	Experience of working in a similar role in a school.	Application form/Interview

Audenshaw School Safeguarding Statement: This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.