

## **PERSON SPECIFICATION – HLTA LEARNING MENTOR**

The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.

<b><u>Criteria</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>	<b><u>To be measured by</u></b>
<b>Education &amp; Training</b>	<ul style="list-style-type: none"><li>• Meet Higher Level Teaching Assistant standards or equivalent qualifications.</li><li>• Excellent Literacy / Numeracy skills - equivalent to Level 2 in English and Maths.</li><li>• Training in specific interventions to support pupils with SEND. These could relate to social communication, behaviour, mental health or academic support.</li><li>• Recent safeguarding training.</li></ul>	<ul style="list-style-type: none"><li>• Team Teach Qualification</li><li>• First Aid Qualification</li></ul>	Application form / Interview / Certificates

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<b>Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience of working with SEND pupils, in particular those with ASD, Communication and Interaction needs and MLD.</li> <li>• Previous experience of planning and delivering interventions to SEND pupils, including monitoring their impact.</li> <li>• Experience of teaching whole classes, as well as delivering small group and 1:1 interventions.</li> <li>• A sound understanding of principles of child development and learning processes and in particular, barriers to learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of the SEND Code of Practice and graduated approach.</li> <li>• Experience of working with parents/carers and external agencies.</li> </ul>	Application form / Interview

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<u>Criteria</u>	<u>Essential</u>	<u>Desirable</u>	<u>To be measured by</u>
Personal qualities and attributes	<ul style="list-style-type: none"> <li>• A commitment to the protection and safeguarding of children and young people.</li> <li>• Excellent interpersonal and team working skills</li> <li>• The ability to engage effectively with, and relate to, a range of children and young people who may be disaffected and disengaged.</li> <li>• Flexible and willing to adapt to meet the needs of the school and its pupils.</li> <li>• Ability to create a calm and nurturing environment.</li> <li>• Ability to work using own initiative and work without supervision.</li> <li>• A reflective practitioner who actively seeks learning opportunities.</li> <li>• Possess a caring and positive attitude.</li> <li>• Can use ICT effectively to support learning.</li> </ul>		Application form and interview