

PERSON SPECIFICATION - CURRICULUM HLTA AND COVER SUPERVISOR

Criteria	Essential (E) or Desirable (D)	How Assessed Application (A) Interview (I) Reference (R)
Qualifications and general experience		
GCSE or O'Level pass in English and Maths	E	A
Experience in the role of curriculum support	D	A
Experienced in delivering targeted interventions across key stages 2- 4	D	A, I
Understanding of the role of a HLTA	E	I
Experience of teaching or teaching practice	D	A, I, R
Experience of delivering a range of interventions associated with behaviour management and emotional health	D	A, I, R
Experience of working within a school or similar setting	E	A, I, R
A commitment to professional development	E	A, I
Attendance in a range of relatable CPD	D	A
Successful, clear Enhanced DBS check and safeguarding clearance	E	R
Understanding of specialist provision	D	A, I
Experience of working with sensitive and/or confidential information	D	A, I, R
Working with young people	E	A, I, R
Understanding of strategies to support successful outcomes for all pupils	E	A, I
Experience of working with pupils with communication and interaction needs	D	A, I, R
Personal attributes		
Demonstrates commitment, reliability and integrity	E	A, I, R
Communicates effectively with self- awareness and social perception	E	A, I
Has energy and resilience	E	A, I, R
Demonstrates emotional intelligence	E	A, I
Is adaptable to changing circumstances and new ideas	E	A, I
Professional skills		
Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all	E	A, I

Committed to meeting the needs of pupils whatever their ability or background	E	A, I
A belief that education should be a lively, stimulating, enjoyable experience which achieves high standards and prepares pupils for future education.	E	A, I
Ability to communicate and promote the aims and objectives of the school	E	I
Ability to communicate effectively (orally and in writing)	E	A, I
Committed to working with parents, colleagues and other agencies in a positive and constructive manner	E	A, I
Ability to motivate and stimulate pupils of all abilities to enjoy learning	E	A, I
Make appropriate judgements over issues of confidentiality and safeguarding	D	A, I
A commitment to continuing professional development and evidence of recent relevant training	E	A, I, R
An excellent understanding of a range of behavioural management strategies	E	A, I
Able to work effectively with teachers to ensure effective support for all pupils	E	A, I
A good understanding of safeguarding procedures and responsibilities	E	A, I
Professional philosophy and commitment		
Ability to reflect and question self	E	A, I
Prepared to be involved in the whole life of the school	E	I
Understanding of and commitment to developing links between home, school, neighbouring schools and different communities (local, national and global)	E	A, I

Safeguarding

The Governing Body of Castle EAST School, together with EAST MAT (East Anglian Schools' Trust), are committed to safeguarding and promoting the wellbeing of children and young people and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. You will need to demonstrate knowledge and understanding of relevant guidance and legislation and to display commitment to the protection and safeguarding of children and young people.

The successful candidate will be required to undergo an enhanced DBS check before securing their employment at Castle EAST School.