



**PERSON SPECIFICATION  
HLTA G8**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>SKILLS, QUALITIES AND ABILITIES</b>	Substantial experience of working with students of relevant age in a learning environment	Experience of supporting students with additional learning needs in small groups
	Experience of working in a specific subject / specialism / department in a school environment	
	Ability to use ICT effectively to support learning activities and develop student competence	
	Full working knowledge of relevant policies / codes of practice and awareness of relevant legislation	
	Working knowledge and experience of implementing national / foundation stage curriculum and other relevant learning programmes / strategies	
	Good understanding of child development and learning processes	
	Understanding of statutory frameworks relating to teaching	
	Receptive to circumstances which may require discretion or a sensitive approach.	Experience of dealing with sometimes challenging situations.
	Excellent interpersonal skills and the ability to relate well to children and adults	
	Able to work constructively as part of a team, understanding school roles and responsibilities and your own position within these	Ability to organise, lead and motivate others
<b>QUALIFICATIONS / TRAINING</b>	Can demonstrate excellent numeracy and literacy skills: minimum GCSE or equivalent qualification with grades A-C in English and Mathematics	
	Training or experience in the relevant strategies e.g. literacy, ICT, Maths	
	NVQ 4 Level qualification / specialist skills in a curriculum or learning area	
<b>COMMITMENT TO CHILD PROTECTION &amp; SAFEGUARDING</b>	Understanding of and commitment to the school's policy on Safeguarding Children	Working knowledge of relevant policies/codes of practice and awareness of relevant legislation



**PERSON SPECIFICATION  
HLTA G8**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
	Knowledge of up-to-date child protection practice & legislation	Recent Safeguarding training
<b>CHILD PROTECTION &amp; SAFEGUARDING Cont'd</b>	Willingness to uphold and promote fundamental British values	Recent Prevent training
<b>FAITH COMMITMENT</b>	To be a caring and compassionate person and willing to support students to uphold our Gospel Values	Understanding of the distinctive nature of a Catholic School
<b>PROFESSIONAL DEVELOPMENT</b>	Willingness to participate in development and training opportunities.	
	Ability to identify own development and where essential to the role, actively seek training opportunities	
<b>REFERENCES</b>	Positive recommendation in at least two professional references	
<b>ESSENTIAL EMPLOYMENT CHECKS (if offer of appointment made)</b>	Enhanced DBS clearance with child barred list check	
	Overseas police check if appropriate	
	Health clearance via online health-screen assessment	
	Asylum & Immigration checks: documentary evidence of entitlement to live and work in the United Kingdom	

Updated xxxx