



## **Primary HLTA**

Person Specification

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## PERSON SPECIFICATION

Essential (E) Desirable (D) Interview (I) Application (A) Reference (R)

Criteria	Details	Essential / Desirable	Assessed
<b>Qualifications</b>	GCSE Grade C/4 or above in English and Maths (or equivalent).	<b>E</b>	A
	Qualification in Creative Arts and/or Music. Specific training in Autism-related strategies.	<b>D</b>	A/I
<b>Experience</b>	Experience of working with pupils with Special Educational Needs.	<b>E</b>	A/I/R
	Experience working collaboratively within a team.	<b>E</b>	A/I/R
	Experience using play-based approaches to support learning.	<b>D</b>	A/I
	Experience providing cover in a primary or specialist setting	<b>D</b>	A/I/R
	Experience in planning, delivering, and assessing learning activities.	<b>D</b>	A/I/R
<b>Knowledge, Understanding &amp; Skills</b>	Understanding of the National Curriculum and varied teaching strategies.	<b>E</b>	A/I
	Knowledge of Positive Behaviour Support and Unconditional Positive Regard.	<b>E</b>	A/I
	Understanding of Safeguarding and Keeping Children Safe in Education (KCSIE).	<b>E</b>	A/I/R
	Excellent communication skills with staff, pupils, and parents/carers	<b>E</b>	A/I
	Skill in directing the work of other adults to support learning.	<b>D</b>	A/I/R



<b>Behavioural attributes</b>	Ability to work independently and provide classroom cover at short notice	<b>E</b>	A/I
	Ability to organise and manage a safe, stimulating learning environment.	<b>E</b>	A/I/R
	Ability to lead creative arts or music-based learning sessions	<b>D</b>	A/I
	Commitment to upholding the ethos, values, and high standards of The Wherry School	<b>E</b>	A/I
	High standards of ethics, professional conduct, and punctuality	<b>E</b>	A/I/R
	Resilience and the ability to maintain a positive attitude in a challenging environment.	<b>E</b>	A/I/R
	A proactive approach to personal and professional development.	<b>E</b>	A/I
<b>Equal Opportunities</b>	Commitment to equality of access and opportunity, removing barriers for all learners	<b>E</b>	A/I