



PERSON SPECIFICATION

Job Title: Forest School HLTA

MOA (Method of Assessment)

Method of Assessment (MOA): AF: Application Form, I: Interview, T: Test or Lesson Observation

	Essential	MOA
Qualifications and Professional Development		
HLTA qualification (or equivalent) or working towards the qualification	✓	AF
A good standard of education - GCSE grade C (or equivalent) in English & Maths	✓	AF
Willingness to enhance personal training as appropriate	✓	AF/I
Experience		
Successful, appropriate and recent experience of working in a mainstream or special school	✓	AF/I
Experience in successfully working with young people including those with SEN, specifically ASC	✓	AF/I
Experience of working as part of a team or independently as required	✓	I
Experience of using Information Technology to support young people in the classroom	✓	AF/I
Skills & Abilities		
Ability to be a key worker for identified young people	✓	AF/I
Ability to organise and manage learning sessions with specified groups of young people	✓	AF/I/T
Ability to consistently and effectively implement agreed behaviour management strategies	✓	AF/I
Ability to use language and other communication skills that young people can understand and relate to	✓	I/T
Ability to establish positive relationships with young people and empathise their needs	✓	I/T
Ability to monitor the young people's response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes	✓	I/T
Ability to plan, deliver and assess lessons under the direction of the classroom teacher.	✓	AF/I/T
Ability to offer constructive feedback to young people to reinforce self-esteem	✓	AF/I/T
Ability to provide information and reports as required on the achievement and progress of young people	✓	AF/I
Ability to support young people during non-classroom based activities, e.g. school trips, residentials, extra-curricular activities	✓	I





Ability to cope with challenging behaviour calmly and effectively	✓	AF/I
To be able to supervise and support the work of other teaching assistants in the class	✓	AF/I
To be able to supervise the whole class when required.	✓	AF/I/T
Other		
A commitment to communicate and involve parents and young people in the work of the school	✓	I
A commitment to high standards of achievement and attainment and to the effective use of data	✓	I
An awareness and understanding of, and commitment to, equal opportunities	✓	I/T
Flexibility to work on different sites and respond to the changing needs of the school	✓	AF/I

The Think Differently Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

The Think Differently Education Trust undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may have.

