



**GREEN LANE PRIMARY ACADEMY**

**SEMH Base HLTA – Person Specification**

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| **Area** | **Essential** | **Desirable** |
| Qualifications | * HLTA status or relevant qualifications e.g. Foundation Degree / Degree in Education (A) * English and Maths qualifications equivalent to or exceeding GSCE A-C or Grade 4+ (A) | * Evidence of further professional development (A) |
| Experience | * Excellent practitioner based on recent experience/observations (within the last two years) (A, I, R) * Substantial and recent experience of working directly with children with special educational needs (A, I, R) * Understanding the needs of all pupils including SEND (A, I, R) * Experience of working successfully and co-operatively as a member of a team (A, I, R) | * Experience of working with children with SEMH learning needs (A, I, R) * Experience of trauma-informed practice (A, I, R) * Team Teach/Positive Handling (A, I, R) * Working with parents/carers and multi agencies * Experience of leading and managing other staff |
| Knowledge and Skills | * Knowledge and understanding of the National Curriculum and its implications for children with complex learning difficulties   (A, I, R)   * A clear understanding of SEN (in particular SEMH) (A, I, R) * Evidence of high calibre teaching assistant support (A, I, R) * A range of classroom and behaviour management techniques (A, I, R) * Willingness to become fully involved in all aspects of school life (A, I, R) * Ability to communicate effectively in a variety of situations - both verbal and written (A, I, R) * Demonstrate initiative and independence (A, I, R) * Demonstrate the ability to work as part of a team (A, I, R) * Ability to manage workload effectively (A, I, R) * Evidence of having capacity to build and sustain effective working relationships with pupils, staff and parents (A, I, R) * Ability to contribute to effective SEN support plans (A, I, R) * Ability to contribute to reviews for individual children (A, I, R) | |  |
| Additional Information  Safeguarding | * Enhanced safeguarding checks (A) * Identity and qualification checks (I) * Recent references (I) * Willingness to travel between settings to undertake outreach support (A) | |

**A – Application Form I – Interview R - References**