

 **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)
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| 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
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| 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)
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| Additional InformationSafeguarding | * Enhanced safeguarding checks (A)
* Identity and qualification checks (I)
* Recent references (I)
* Willingness to travel between settings to undertake outreach support (A)
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**A – Application Form I – Interview R - References**