



Person Specification – SEU Higher Level Teaching Assistant

	Essential	Desirable
Qualifications		
HLTA qualification or equivalent relevant experience	X	
GCSE English and Maths 9 – 4 (A – C) or equivalent.	X	
Current first aid certificate.		X
Experience		
Experience of working with/supervising pupils including knowledge of behavioural and learning difficulties.	X	
Experience supporting children with SEND, particularly Communication and Interaction needs	X	
Experience working within a specialist provision or resource base		X
Broad awareness and understanding of medical conditions such as asthma, epilepsy etc.	X	
Experience of delivering lessons, in accordance with Education (Specified Work and Registration) (England) Regulations 2003.	X	
Experience of contributing to lesson planning, in conjunction with the teacher.		X
Experience contributing to EHCP targets or personalised learning plans		X
Experience supporting pupils with personal care needs		X
Knowledge		
Knowledge of the primary school curriculum and age-related expectations of children	X	
Understanding of the aims, content, teaching strategies and intended outcomes for the lessons in which they are involved and understanding of the place of these in the related teaching programme.	X	
Knowledge of the legal definition of Special Education Needs and familiarity with the guidance about meeting SEN given in the SEN Code of Practice	X	
Knowledge of the key factors that can affect the way pupils learn.	X	
Knowledge of autism-friendly practice and communication support strategies	X	
Knowledge of approaches such as TEACCH, Attention Autism or SCERTS		X
Understanding of child development and speech, language and communication needs		X
Understanding of sensory processing and emotional regulation needs	X	
Knowledge of how to use ICT to support learning, and ability to use common ICT tools for staff and pupils' benefits.		X

Knowledge of a range of strategies to establish a purposeful learning environment and to promote good behaviour.	X	
Knowledge of safeguarding and child protection procedures	X	
Awareness of school and health and safety procedures.		X
Literacy and Numeracy		
Ability to contribute to maintaining and analysing records of pupils' progress.	X	
Ability to read and understand school policies and procedures relevant to area of work.	X	
Ability to complete reports such as incident report form, behaviour diary, progress report etc.	X	
Ability to support teachers in evaluating pupils' progress through a range of assessment activities.	X	
Interpersonal and Communication Skills		
Ability to build positive relationships with pupils, families and colleagues	X	
Patience, empathy and emotional resilience.	X	
A nurturing and child-centred approach.	X	
Commitment to inclusive and relational practice.	X	
Enthusiasm for working with children with SEND.	X	
High levels of professionalism and integrity.	X	
Ability to maintain confidentiality	X	
Reflective practice and willingness to learn.	X	
Strong communication, teamwork and organisation skills.	X	
Creativity, flexibility and initiative.	X	
A positive and solution-focused attitude.	X	
Commitment to safeguarding and promoting the welfare of children.	X	

The Willows Primary School is an Orwell Multi Academy Trust Academy and we are committed to safeguarding and promoting the welfare of children. We expect all staff and volunteers to share this commitment and will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

