Person Specification HLTA – First Base Provision

	Essential	Desirable	How assessed
KNOWLEDGE/QUALIFICATIONS			
Good general education, minimum GCSE Grade C and above in Maths and English	*		A
Degree level or appropriate equivalent qualification (e.g. HLTA)		*	A
Knowledge and understanding of alternative curriculum design and management of personalised learning	*		A/I/R
Knowledge of statutory policies and frameworks, including governance		*	A/I/R
EXPERIENCE			
Proven experience of working with children in an inclusive setting	*		A/I/R
Experience of implementing quality assurance procedures		*	A/I/R
Proven experience of managing the behaviour of vulnerable students to prevent disaffection and improve attainment	*		A/I/R
Experience of working collaboratively with senior management, parents and carers and external agencies	*		A/I/R
Monitoring and evaluating educational provision		*	A/I/R
SKILLS			
Demonstrable ability to work effectively in a wide range of partnerships to achieve school improvement	*		A/I/R
Excellent management, motivational and communication skills	*		A/I/R
Ability to understand complex organisations and work with clearly defined line management and supervision structures.	*		A/I/R
Ability to analyse and interpret data to support student level intervention	*		A/I/R
To work collaboratively with senior management, other staff, other agencies, parents and carers and gain their confidence	*		A/I/R
Effective ICT skills and the ability to use ICT in an educational setting	*		A/I
The ability to use a range of tools and evidence, including performance data to support monitor, evaluate and improve educational outcomes	*		A/I/R
An understanding of the wider curriculum beyond school and the opportunities it provides for students and the community		*	A/I/R
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Commitment to raising standards and achieving the highest level of achievement for young people within First Base	*		A/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the School's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I

KEY A= application R=reference I=interview