

	Role:	HLTA - With focus on EAL
	Salary Scale:	SO1
	Updated:	October 2023

Descriptor	Requirement	Evidence
	D: Desirable E: Essential	A: Application I: Interview T: Task
<i>Qualifications/Training</i>		
GCSEs (or other equivalent qualifications) in English & Mathematics	E	A
A Levels (or other equivalent qualifications) in relevant subject area(s)	D	A
Undergraduate Degree in relevant subject area(s)	D	A
Additional professional qualifications	D	A
Evidence of recent further professional development	D	A
<i>Professional Experience</i>		
Experience of using ICT software (e.g. Google docs or Microsoft)	D	A + I + T
Interest in working with children with a range of abilities	E	A + I + T
Experience of working with children with SEND / complex needs	D	A + I
Experience in similar position and/or environment	D	A + I + T
<i>Competencies, Knowledge & Understanding</i>		
Basic knowledge of the practice of Inclusion	D	A + I + T
Effective and clear communication skills and good interpersonal skills	E	A + I + T
Appropriate and accurate use of English in written and oral communications	E	A + I + T
An ability to work flexibly and cooperatively in a team context	E	A + I
An ability to remain calm and personable under pressure	E	A + I
Ability to work collaboratively and with minimum supervision	E	A + I
Ability to improvise, problem solve and present solutions. Flexible 'can do' attitude	E	A + I + T
Literacy and Numeracy skills	E	A + I + T
Good level of IT Skills including knowledge of Microsoft and Google Docs; ability to use email and the internet	E	A + T
Good organisational skills	E	A + I
Conscientious and flexible attitude and a wish to achieve high professional standards	E	A + I

<i>Personal Qualities</i>		
A commitment to working in a busy school environment	E	A + I
Flexible, motivated and committed to high standards of working	E	A + I
Good attendance and punctuality	E	A + I
Resilience, energy and enthusiasm	E	A + I
Adaptability to changing circumstances and new ideas	E	A + I
Professional approach to working	E	A + I
Resilient and determined to achieve goals	E	A + I
Committed to the ethos of the school	E	A + I
Willingness to be flexible and take on additional duties as and when required	E	A + I
Willingness to participate in further training and development opportunities offered by the school	E	A + I
Possess high levels of integrity and honesty	E	A + I
<i>Equal Opportunities Awareness</i>		
A commitment to equal opportunities, awareness of diversity issues and working in a positive and non-discriminatory way	E	A + I
A commitment to working in a multi-cultural environment and with pupils and staff from diverse backgrounds and abilities	E	A + I
A commitment to working in a flexible and collaborative manner with all members of the school community	E	A + I
<i>Child Protection & Safeguarding Awareness</i>		
A strong understanding of child protection and safeguarding matters	E	I
A commitment to safeguarding and promoting the welfare of young people	E	I + T