



**PERSON SPECIFICATION: HLTA Level 4 – Neurodiversity Lead**

	<b>Essential Attribute</b>	<b>Identified by</b>
Qualifications	At least 5 GCSE grade Cs or above (or equivalent) including English and Maths.	A
	At least NVQ 4 for Teaching Assistants (comparable alternative qualifications will be considered).	A
Experience	Experience of working with young people with SEND, in particular, neurodivergent young people within an education environment.	A I
	Experience of delivering intervention programmes to students with neurodiversity and of differing abilities.	A I
Knowledge and Understanding	<ul style="list-style-type: none"> <li>An understanding of the role played by adults in safeguarding young people.</li> </ul>	I R
	<ul style="list-style-type: none"> <li>An understanding of relevant policies/ codes of practice and awareness of relevant legislation.</li> </ul>	A I R
	<ul style="list-style-type: none"> <li>Knowledge of how to remove barriers to learning for students with a wide range of SEND (Cognitive Learning difficulties, Autistic Spectrum Conditions, Communication and Language needs, Social and Emotional Development needs, Physical and Sensory needs).</li> </ul>	A I R
Skills and attributes	<ul style="list-style-type: none"> <li>Excellent knowledge of how ICT can be used to support learning.</li> </ul>	A I
	<ul style="list-style-type: none"> <li>Ability to build relationships with young people.</li> </ul>	I R
	<ul style="list-style-type: none"> <li>Sensitivity to the varying needs of young people.</li> </ul>	I
	<ul style="list-style-type: none"> <li>Excellent oral and written communication skills.</li> </ul>	A I
	<ul style="list-style-type: none"> <li>Excellent organisational and administrative skills.</li> </ul>	A I
Other Requirements	<ul style="list-style-type: none"> <li>Good team member.</li> </ul>	A I R
	<ul style="list-style-type: none"> <li>Excellent use of initiative.</li> </ul>	A I R
	<ul style="list-style-type: none"> <li>Excellent time-keeping skills.</li> </ul>	A I R
	<ul style="list-style-type: none"> <li>Flexible and adaptable.</li> </ul>	A I R
	<ul style="list-style-type: none"> <li>Ability to set and maintain standards as a role model for students.</li> </ul>	I R
	<ul style="list-style-type: none"> <li>Willingness to participate in the wider life of the school.</li> </ul>	A I
	<ul style="list-style-type: none"> <li>A commitment to personal professional development.</li> </ul>	A I
	<ul style="list-style-type: none"> <li>Strong educational principles, centred on total inclusion and equality.</li> </ul>	I
	<ul style="list-style-type: none"> <li>High levels of emotional intelligence, honesty and professional integrity.</li> </ul>	I R

	<ul style="list-style-type: none"> <li>Demonstrate a willingness and ability to improve own practices and to act on feedback.</li> </ul>	I R
	<b>Desirable Attribute</b>	
Qualifications	Qualifications and/or specific training in relation to neurodivergent conditions.	A

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A = Application Form

I = Interview

R = Reference