PERSON SPECIFICATION: HLTA Level 4 – Neurodiversity Lead – Maternity Cover

	Essential Attribute	**Identified by**
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	• An understanding of the role played by adults in safeguarding young people.	I R
	• An understanding of relevant policies/ codes of practice and awareness of relevant legislation.	A I R
	• 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).	A I R
Skills and attributes	• Excellent knowledge of how ICT can be used to support learning.	A I
	• Ability to build relationships with young people.	I R
	• Sensitivity to the varying needs of young people.	I
	• Excellent oral and written communication skills.	A I
	• Excellent organisational and administrative skills.	A I
Other Requirements	• Good team member.	A I R
	• Excellent use of initiative.	A I R
	• Excellent time-keeping skills.	A I R
	• Flexible and adaptable.	A I R
	• Ability to set and maintain standards as a role model for students.	I R
	• Willingness to participate in the wider life of the school.	A I
	• A commitment to personal professional development.	A I
	• Strong educational principles, centred on total inclusion and equality.	I
	• High levels of emotional intelligence, honesty and professional integrity.	I R

	• Demonstrate a willingness and ability to improve own practices and to act on feedback.	I R
	Desirable Attribute	
Qualifications	Qualifications and/or specific training in relation to neurodivergent conditions.	A

A = Application Form   I = Interview   R = Reference