



Water Orton Primary School

HLTA – Intervention Manager

Person Specification

Education and training		Essential	Desirable	Measured by
	NVQ level 3 or equivalent	√		Application
	HLTA status (NVQ level 4 equivalence)		√	
	GCSE Maths and English at grade A-C or equivalent	√		
	Current paediatric first-aid certificate / First aid at work certificate		√	
	Evidence of further professional development e.g. Early Help Training, DSL training.		√	
Relevant Experience				
	Considerable experience of working to support learning within a primary setting	√		Application Interview
	Early Years experience		√	
	Experience of leading aspects of learning, some whole class teaching	√		
	Demonstrable experience of impacting on pupil progress and outcomes	√		
Knowledge and Skills				
	Extensive knowledge of child development	√		Application Interview
	Excellent interpersonal skills with adults and children	√		
	Excellent organisation	√		
	Excellent oral and written communication	√		
Personal Qualities				
	Positive and flexible	√		Application Interview
	Ability to work independently and demonstrate initiative	√		
	Kind and approachable	√		
Additional				
	Commitment to involve parents and the community in the life of the school	√		Application Interview

	Demonstrates an understanding that at all times the best interests of the children must be promoted	√		
	Commitment to upholding and promoting the school's ethos and values	√		
	An understanding of and proactive commitment to promoting equal opportunities for all	√		
Safeguarding				
	Appreciates the significance of child protection and safeguarding for all individual children and young people whatever their life circumstances.	√		Application, interview and references
	Can demonstrate a working knowledge of and commitment to establishing a culture of safeguarding for the whole school community.	√		
	Is trained as a Designated Safeguarding Lead, or is willing to undertake the training in order to fulfil this role.	√		