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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications & Training** | * 5 GCSEs A\*-C including English and Mathematics. | * Additional SEN qualifications * First aid training * Higher level qualifications   e.g. NVQ Level 3 Supporting Teaching and Learning in Schools or equivalent. | * Certification. |
| **Experience** | * Grade E post: Classroom experience of working with children and young people with SEND. | * Previous experience of working 1:1 | * Application form/letter. |
| **Skills & Knowledge** | * Grade E post: Knowledge of difficulties experienced by children with SEND * Ability to work in partnership with the classteacher. * Ability to liaise with parents and families of children and students | * Able to work as part of a team. * Ability to work successfully with intervention groups * Knowledge and understanding of the Primary Curriculum | * Activity at interview. |
| **Personal Qualities** | * Strong organisational skills. * Resilience * Excellent communication and interpersonal skills. * Calm in manner, approachable and flexible. * Commitment to equal opportunities and inclusion. * Willingness to learn and self-develop. * Empathetic. * Able to deal with sensitive information in a confidential manner. * No contra indications in relation to safeguarding or class practice. | * A practising Catholic / Christian | * Informal interview with staff. |