



Person Specification

Qualifications and Training		
Evidence of:		
At least two years' experience of working effectively in an educational setting	E	
Experience of working with children with social, emotional and mental health needs and/or Autistic Spectrum Conditions or other similar complex needs	E	
Hold GCSE Grade C or above [or equivalent] in English & Maths, plus at least three other academic subjects or NVQ 3 in a relevant field		D
Capability to achieve GCSE grade C in English & Maths or NVQ level 3 in a relevant field	E	
Hold HLTA qualification or be willing to complete this qualification within the first year in post	E	
Additional SEN qualification		D
Team Teach qualification		D
Professional Skills and Experience		
Evidence of:		
Skills of empathy, listening, communication and responding with appropriate language to build rapport with children with a range of abilities and backgrounds	E	
Basic ICT competency	E	
Aptitude to develop knowledge of the role within an education environment through achievement of NVQ level 3 in an appropriate field.	E	
Flexible, adaptable and positive attitude to working in a structured environment	E	
Communication skills to promote and develop effective working with children, colleagues and carers/agencies at an appropriate level to achieve understanding and constructive response	E	
In depth understanding of how different children develop and learn and how to identify and apply appropriate processes to achieve progression	E	
Understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment		D
The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team, including directly supervising and supporting the development of others		D
Ability to work using own initiative, including recognition of the appropriate level at which to refer issues elsewhere for effective resolution	E	
Ability to remain calm under pressure and diffuse conflict	E	
Proven communication and inter-personal skills evidenced by dealing with a diverse range of contacts about potentially complicated and/or sensitive issues	E	
Able to form and maintain appropriate professional relationships and boundaries with children and parents	E	
Current first aid certificate		D
Ability to plan, review and carry out duties without supervision	E	
Ability to drive a minibus		D
At least one years' experience of applying the regulations applicable to Health & Safety, Hygiene, Child Welfare & Protection	E	

Essential (E), must have / Desirable (D), should have