**Person Specification**

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| **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 |  | **D** |
| 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** |  |
| 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 |  | **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**