The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.

| **Criteria** | Essential | **Desirable** | **To be measured by** |
| --- | --- | --- | --- |
| **Experience** | * Displays commitment to the protection and safeguarding of children and young people * Understanding classroom roles and responsibilities * Supervises and provides particular support for pupils needs, ensuring their safety and access to learning activities * Promotes the inclusion and acceptance of all pupils * Sets challenging and demanding expectations and promotes self-esteem and independence * Have the ability to promote independence and confidence. * Work constructively as part of a team * Be an excellent role model to all | * Previous experience in working with ASD / SEN pupils * Experience in working with pupils on an individual basis, small groups and whole classes offering ‘light touch support’ as directed by the class teacher. | * Application form and interview. |
| **Education & Training** | * To be qualified at NVQ Level 2 or possess a relevant qualification * Competent numeracy and literacy skills both spoken and written. * Level 2 qualification in Computing  eg. I Media   Please specify Board / Certificate | * 1 Day First Aid Qualification. * 2 Day Team Teach qualification * GCSE Grade C or above in both Maths and English * Qualification or experience in Computing | * Application form |
| **Special Knowledge & Skills** | * Effective use of ICT to support learning * Understanding of relevant polices/codes of practice and awareness of relevant legislation * General understanding of national/foundation stage curriculum and other basic learning programmes/strategies * Ability to work using own initiative and work without supervision  An awareness and knowledge of the issues surrounding the safeguarding of children. * General understanding of national/foundation stage curriculum and other basic learning programmes/strategies * Ability to self-evaluate learning needs and actively seek learning opportunities * To be able to work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these |  | * Application form and interview |