



## Person Specification

<b>Qualifications and Training</b>		
<b>Evidence of:</b>		
At least two years' experience of working effectively in an educational setting	<b>E</b>	
Experience of working with children with social, emotional and mental health needs		<b>D</b>
Hold GCSE Grade C/4 or above [or equivalent] in English & Maths	<b>E</b>	
At least three other academic subjects or NVQ 3 in a relevant field or demonstrate the capability to achieve NVQ level 3 in a relevant field	<b>E</b>	
Additional SEN qualification		<b>D</b>
Team Teach qualification		<b>D</b>
<b>Professional Skills and Experience</b>		
<b>Evidence of:</b>		
Highly developed skills of empathy, listening, communication and responding with appropriate language to build rapport with children with a range of abilities and backgrounds	<b>E</b>	
Basic ICT competency	<b>E</b>	
Aptitude to develop knowledge of the role within an education environment through achievement of NVQ level 3 in an appropriate field.	<b>E</b>	
Flexible, adaptable and positive attitude to working in a structured environment	<b>E</b>	
Highly developed communication skills to develop effective working with children, colleagues and carers/agencies at an appropriate level to achieve understanding and a constructive response to a range of potentially complicated and/or sensitive issues	<b>E</b>	
An in depth understanding of how different children develop and learn and how to identify and apply appropriate processes to achieve progression	<b>E</b>	
A comprehensive understanding of the role of the class teacher, the parent or carer and external agencies in developing and maintaining an effective learning environment.	<b>E</b>	
The ability to contribute effectively to the workload, planning, supervision and responsibilities of a team	<b>E</b>	
Ability to take a critical approach to the role, make suggestions for improvement and implement improvements.		
Ability to work using own initiative, including recognition of the appropriate level at which to refer issues elsewhere for effective resolution	<b>E</b>	
Ability to remain calm under pressure and diffuse conflict	<b>E</b>	
Able to form and maintain appropriate professional relationships and boundaries with children and parents	<b>E</b>	
Current first aid certificate		<b>D</b>
Ability to plan, review and carry out duties without supervision. Able to plan or follow a programme to deliver teaching or intervention activities to small groups of pupils.	<b>E</b>	
Ability to drive a minibus		<b>D</b>

At least one years' experience of applying the regulations applicable to Health & Safety, Hygiene, Child Welfare & Protection	<b>E</b>	
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**Essential (E), must have**

**Desirable (D), should have**