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| --- | --- | --- | --- |
| ASPECT | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
| Qualifications | * GCSE Grade C or above in English and Mathematics or equivalent to demonstrate English and Mathematics competence
* NVQ2/Level 2 Certificate in Supporting Teaching and Learning or equivalent to demonstrate Teaching and \learning with children
* DBS (Disclosure and Barring Service) Clearance
 | * Evidence of further education
* Other Professional awards linked to Teaching and Learning
* Professional awards linked to Behavioural support for pupils (SEMH)
 | * Certificates
* Application
 |
| Experience | * Of working with children in a school setting
* Successful experience of supporting pupils whose needs are ‘High Level or complex’ on an individual or group basis
* Experience of working as part of a team
* Experience of working with multi agencies to support the needs of the individual or group of pupils
 | * Experience of working across the Primary range
* Experience of effectively working with parents
* Experience of coaching and mentoring colleagues
* Experience of the ‘Team Teach’ approach
* Experience of leading interventions to impact on standards of attainment and achievement
* Experiece of supporting pupils with SEMH
 | * Application
* Interview
* References
 |
| Knowledge and Skills | * Knowledge and Understanding of effective features that support teaching and learning
* Knowledge and Understanding of National Curriculum
* Understanding and knowledge of the SEND code of practice
* Understanding of effective features that support SEMH
* Knowledge and Understanding of how to remove barriers to learning
* Understanding of how to promote the well-being of all pupils
* Be an effective role model for pupils by demonstrating positive values, attitudes and behaviour expected from pupils
* Understanding of Safeguarding procedures
 | * Competence in ICT
* Ability to utilise specialist knowledge and skillset to enhance provision for children
 | * Interview
* Application
* References
 |
| Personal Attributes | * Ability to communicate effectively in written and spoken form
* Well-developed work ethic
* Able to motivate and work well within a team
* Commitment to own professional development
 |  | * Interview
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| Confidential references | * Recommendation from both referees
 | * Strong recommendation
 | * References
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**SPECIFICATION FOR THE POST OF INCLUSION ASSISTANT**