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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 |
| Confidential references | * Recommendation from both referees | * Strong recommendation | * References |

**SPECIFICATION FOR THE POST OF INCLUSION ASSISTANT**