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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE**  |
| APPLICATION | * All sections of application form completed
* Fully supported in references
 | * Supporting letter
 | * Application
* References
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| QUALIFICATIONS | * NVQ L2 in childcare (or equivalent)
 | * Moving and Handling
* Administration of Medication
* Team Teach Training
 | * Application
 |
| EXPERIENCE | * Experience of working successfully with children/young people
 | * Experience of working successfully and cooperatively as part of a team within a school.
* Experience of working as part of a multi - professional team
* Experience of working with young people with special educational needs
 | * Application
* References
* Interview
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| PROFESSIONAL DEVELOPMENT | * Willingness to training in administration of medication and the care and management of pupils who have complex learning and behavioural needs
 |  | * Application
* Interview
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| SKILLS | Ability to:* demonstrate accuracy in Maths and written English to a sufficient level to support the children
* communicate effectively
* work as part of a multi professional team
* listen to and act on advice
* put into practice care, behaviour management, medical management and moving and handling plans.
 | * Evidence of successfully working with children with SEN or complex learning and behavioural needs
 | * Application
* References
* Interview
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| SPECIAL KNOWLEDGE | * A desire to work with children who have complex learning and behavioural needs
 | * Practical understanding of the range of behaviour, needs and abilities that pupils with SEN present
* Experience of working with children beyond nursery and up to age 19
 | * Application Interview
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| PERSONAL ATTRIBUTES | * Energetic, active and resilient.

Ability to:* demonstrate enthusiasm and sensitivity whilst working with others
* manage change
* build and sustain effective positive relationships with a wide range of people demonstrating flexibility and adaptability
 |  | * References
* Interview
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