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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| APPLICATION | * Fully supported in reference * Well structured supporting letter indicating understanding of educational issues and values * Accurate and well-presented documentation, demonstrating a good standard of written English |  | Letter of application  References |
| QUALIFICATIONS | * NNEB, CACHE Level 3, NVQ Level 3, BTEC or equivalent qualification * 5 GCSEs, including English and Maths | * Other SEN related training * Recent First Aid Qualification | Letter of application  Certificates |
| EXPERIENCE | * Experience of working in the primary phase, but particularly KS2 * Experience of working with children with a range of needs * Experience of planning and evaluating learning activities * Experience of assessing/tracking pupil progress * Experience of leading intervention programmes | * Experience of working with pupils with SEND/ASD/SEBD | References  Letter of application  Interview |
| SKILLS, KNOWLEDGE AND UNDERSTANDING | * An understanding of and commitment to safeguarding and the welfare of children * The ability to work independently with individual children and small groups * Be confident and successful in delivering whole class lessons to cover PPA time * The ability to use initiative and resolve problems as they arise * A willingness to work co-operatively with a wide range of professionals * Good communication skills, both written and verbal * A working knowledge of the new national curriculum * Good ICT skills to support teaching and learning * Up to date subject knowledge for English and maths, including GPS | * A knowledge of how to use marking and feedback to further develop learning | Letter of application  References  Interview |
| PERSONAL ATTRIBUTES | * The ability and drive to work independently and as part of a team * The ability to demonstrate a creative, stimulating and innovative approach to teaching and learning * Enthusiasm, commitment and sensitivity * The ability to build and sustain effective working relationships with staff, governors, parents and the wider community * Willingness to be involved with and develop the whole life of the school | * The ability to work in a co-ordinated way with other professionals and outside agencies | Letter of application  References  Interview |

**ST FRANCIS COFE (AIDED) JUNIOR**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

**TA 3 (Grade4)**