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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 applicationReferences |
| 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 applicationCertificates |
| 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
 | ReferencesLetter of applicationInterview |
| 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 applicationReferencesInterview |
| PERSONALATTRIBUTES | * 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 ReferencesInterview |

**ST FRANCIS COFE (AIDED) JUNIOR**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

**TA 3 (Grade4)**