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| Category | Essential | Desirable | Where identified |
| Application and Supporting Letter | * Completed DCC Application Form * 2 Fully Supported References |  | * Application Form * References |
| Qualifications | * NVQ Level 2 (or equivalent) in Supporting Teaching and Learning Level 2 or relevant subject * Grade 9-4 (or equivalent) in Maths and English GCSE/ O Level. | * First Aid Qualification * A valid Team Teach certificate | * Application Form |
| Safeguarding | * Successful enhanced DBS disclosure * Demonstrate a secure knowledge of child protection procedures. |  | * Interview |
| Experience Relevant to the Post | * Experience working with children in KS1 * Experience Supporting children with SEND * Experience working with children with significantly challenging behaviour. * Experience of effectively supporting teaching and learning * Experience supporting pupils with emotional wellbeing, personal and intimate care needs. | * Experience Supporting a child on a 1:1 basis * Experience working with children with ASD, Speech and Language Difficulties and Moderate Learning Difficulties * Experience Liaising with external agencies * Experience working with children in EYFS * Experience in planning for individuals or groups * Experience supporting pupils with medical needs | * Application Form * Interview * References |
| Knowledge and Skills | * Knowledge of the KS1 and EYFS Curriculum * Demonstrating an understanding of and taking responsibility for promoting high standards of literacy including the correct use of spoken English * In-depth knowledge of positive behaviour strategies * Excellent communication and interpersonal skills * A willingness to work co-operatively with a wide range of professionals * Excellent organisational skills * Ability to build and sustain effective working relationships with a wide variety of people e.g. staff, pupils/children, Governors, parents and the wider community * Ability to make resources to support teaching and learning * Use ICT effectively to support teaching and learning – iPad, cameras and computer * Knowledge and compliance with policies and procedures relevant to child protection and health and safety | * Understanding of the different strategies to support pupils with SEND, in particular ASD and SEMH | * Application Form * Interview |
| Personal Qualities and Attributes | * Ability to demonstrate high expectations of self and others. * Commitment to the personal development and well-being of all pupils. * Display warmth, care and sensitivity in dealing with children. * An effective team player. * Ability to use initiative when required. * Calm and positive approach. * Ability to work flexibly and adapt * Ability to demonstrate enthusiasm and sensitivity whist working with a SEND pupil. | * Ability to bring personal interests and enthusiasm to the school community. | * Application Form * Interview |
| Professional Development | * Commitment to further develop own professional skills |  | * Application Form * Interview |