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| Category | Essential | Desirable  | Where identified |
| Application and Supporting Letter | * Completed DCC Application Form
* 2 Fully Supported References
 |  | * Application Form
* References
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| 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
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| Safeguarding | * Successful enhanced DBS disclosure
* Demonstrate a secure knowledge of child protection procedures.
 |  | * Interview
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| 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
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| 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
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| 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
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| Professional Development | * Commitment to further develop own professional skills
 |  | * Application Form
* Interview
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