**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | 1. NVQ Level 3 in a relevant specialist area, e.g. Childcare, Children and Young People Learning and Development/Specialist Support for Teaching and Learning in Schools Level 3
 | 1. further relevant qualification/ training e.g. SEN
2. First Aid Certificate
 | Application formSelection ProcessPre-employment checks |
| **Experience** | 1. Experience of working with individual or small groups of children in a learning environment
2. Under the professional direction of a teacher, plan, prepare and deliver learning activities
3. Evaluate learning activities with the teacher
 | 1. experience in working with pupils on targeted programmes such as speech and language therapy
2. undertake at least one of the following:
3. Provide specialist support to pupils with learning, behavioural, communication, social, sensory or physical difficulties (SEND);
4. Provide specialist support to pupils where English is not their first language;
5. Provide specialist support to gifted and talented pupils;
6. Provide specialist support to all pupils in a particular learning area (e.g. ICT, literacy, numeracy, National Curriculum subject).
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| **Skills / Knowledge** | * ability to work flexibly as part of a team,
* organisational skills,
* communication skills.
* willingness to undertake appropriate specialist training
* knowledge of ICT
* knowledge of SEND support
* ability to provide short term cover of classes on a regular timetabled basis under teacher supervision
 | * ability to take on responsibility
* supervisory skills
* awareness of support plans e.g. IEP’s and EHC’s
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| **Personal Qualities** | * a commitment and understanding of safeguarding issues
* sensitivity to pupils’ needs
* attention to detail
* accuracy
 |  | Application formSelection ProcessPre-employment checks |