**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 form  Selection Process  Pre-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). | Application form  Selection Process  Pre-employment checks |
| **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 | Application form  Selection Process  Pre-employment checks |
| **Personal Qualities** | * a commitment and understanding of safeguarding issues * sensitivity to pupils’ needs * attention to detail * accuracy |  | Application form  Selection Process  Pre-employment checks |