| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE** |
| --- | --- | --- | --- |
| **APPLICATION** | * All sections of application form completed * Fully supported in references * Supporting statement/letter |  | Application  Statement/supporting letter  References |
| **QUALIFICATIONS** | One of the following or equivalent Level 3 qualifications in teaching and learning   * NNEB * BTec Nursery Nursing * NVQ Level 3 in Childcare and Education * Cache Diploma in Childcare and Education | * Moving and Handling trained * Administration of Medication * Working knowledge of PECS, TEACCH and Intensive Interaction * Team teach trained | Application |
| **EXPERIENCE** | Experience of working successfully and cooperatively as part of a team within a school for children and young people with one or more of the following: PMLD, SLD, ASD, SEN behavioural needs | * Experience of working as part of a multi - professional team * Experience of managing a class in the absence of a teacher | Application  References  Interview |
| **PROFESSIONAL DEVELOPMENT** | Willingness to undertake:  professional development in the education of pupils with PMLD, SLD, ASD and SEN behavioural needs | Evidence of relevant professional development in working with children with SLD | Application  Interview |
| **SKILLS** | Ability to:   * communicate effectively in a variety of situations; * work as part of a multi professional team * contribute to planning, delivery, recording and assessment of education and care * to use initiative * listen to and act on advice * put into practice care and medical management plans * proven interpersonal skills with children with a range of disabilities * have a clear understanding of the importance of Safeguarding processes and confidentiality | Evidence of successfully working with children in the conductive education setting or ASD provision | Application  References  Interview |
| **SPECIAL KNOWLEDGE** | * Clear understanding of the requirements for the care, education, health and welfare of children and young people with either cerebral palsy or ASD * A desire to work with children with PMLD, SLD, ASD and SEN behavioural needs * Knowledge of sensory difficulties and their management | * Practical understanding of the range of behaviour, needs and abilities that pupils with SEN present * Experience of children beyond nursery age | Application Interview |
| **PERSONAL ATTRIBUTES** | Ability to :   * demonstrate enthusiasm and sensitivity whilst working with others * manage change * work with parents as partners * work creatively to meet the needs of pupils with a wide range of learning difficulties, disabilities, sensory, medical and physical needs and who may also display SEN behavioural needs * Evidence of being flexible and adaptable in order to build and sustain effective relationships with staff, governors, parents, other agencies and the wider community * Resilience * Physically fit and able to carry out moving and handling and regulation activities on a regular basis |  | References  Interview |