| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE**  |
| --- | --- | --- | --- |
| **APPLICATION** | * All sections of application form completed
* Fully supported in references
* Supporting statement/letter
 |  | ApplicationStatement/supporting letterReferences |
| **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
 | ApplicationReferencesInterview |
| **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 | ApplicationInterview |
| **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 | ApplicationReferencesInterview |
| **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
 |  | ReferencesInterview |