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| **Attributes** | **Competency** |
| **Qualifications, knowledge and training** | **Essential**   * Education to at least GCSE level including English Language & Mathematics A\*-C * Ability to undertake further training and development as required * Understanding of classroom roles and your own position within these   **Desirable**   * Knowledge of Special Needs in the Secondary School environment * Knowledge/understanding of national curriculum and other basic learning programmes/strategies * Effective use of ICT to support learning * First Aid knowledge |
| **Experience** | **Essential**   * The ability to develop working relationships with children * Excellent communication skills with dealing with pupils, parents/carers and other professionals, verbal and written   **Desirable**   * Experience of working with pupils with specific needs, e.g. ASD, ADHD, SPLD, Physical disabilities * Recent experience of working in a secondary school environment * Previous care or medical experience |
| **Special Aptitudes** | **Essential**   * Ability to work constructively as part of a team * Calmness under pressure * A detailed knowledge of the wide variety of special needs * An enthusiastic and positive attitude towards young people and the education environment * Ability to use own initiative in undertaking tasks * Flexible approach to working arrangements * Ability to work with a wide range of people and services   **Desirable**   * Dealing with complex behaviour/emotional needs * Dealing with complex physical, care and personal needs, including lifting and handling |