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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
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| **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
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| **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
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