



Attributes	Competency
<p><b>Qualifications, knowledge and training</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Education to at least GCSE level including English Language &amp; Mathematics A*-C</li> <li>• Willingness to undertake training and CPD in key areas e.g. literacy and/or particular curriculum or learning e.g. bi-lingual, sign language, dyslexia, ICT, maths, English, CACHE, First Aid etc</li> <li>• Ability to undertake further training and development as required</li> <li>• Understanding of classroom roles and your own position within these</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Relevant Level 3 qualification or equivalent in Teaching</li> <li>• Knowledge of Special Needs in the Secondary School environment</li> <li>• Knowledge/understanding of national curriculum and other basic learning programmes/strategies</li> <li>• Effective use of ICT to support learning</li> <li>• First Aid knowledge</li> </ul>
<p><b>Experience</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Understanding and working knowledge of the principles of child development, learning styles and independent learning</li> <li>• The ability to develop working relationships and relate well to children and adults</li> <li>• Excellent communication skills with dealing with pupils, parents/carers and other professionals, verbal and written</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Recent experience of working in a secondary school environment</li> <li>• Experience of working with pupils with specific needs, eg ASD, ADHD, SPLD</li> <li>• Able to use and understand the purpose of information communication technology (ICT) and have the ability to search for and extract information from a range of technology. Adapt data according to particular needs and presents it appropriately</li> <li>• Specialist subject knowledge curriculum/resources if required by school.</li> <li>• Minimum 2 years' experience of working with and/or caring for children of relevant age/subject area in an educational setting</li> <li>• Understanding and working knowledge of national/foundation stage curriculum and other learning programmes (within specified range/subject are) e.g. knowledge of core subject areas etc.</li> <li>• Understanding of inclusion, especially within a school setting</li> <li>• Experience of resource preparation to support learning programmes</li> </ul>

<p><b>Special Aptitudes</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Act in a manner consistent with team goals, standards and values, actively co-operating with colleagues in own area. Maintain open and honest relationships with colleagues and shows sensitivity to the needs and feelings of others. Actively listen to take account of others' views and opinions. Work with the team to generate solutions and reach consensus.</li> <li>• Demonstrate a broad knowledge of the school's activities and how they contribute to the school's performance as a whole</li> <li>• Effectively implement new ideas and methods to adapt working practices</li> <li>• Ability to demonstrate how own job performance contributes to the school's vision.</li> <li>• Demonstrate high expectations for all pupils.</li> <li>• Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for them development as learners.</li> <li>• Ability to work collaboratively with colleagues and carry out the role effectively, knowing when to seek help and advice.</li> <li>• Ability to improve your own practice through observations, evaluation and discussion with colleagues</li> <li>• Dealing with complex behaviour/emotional needs</li> <li>• Dealing with complex physical, care and personal needs, including lifting and handling</li> <li>• Ability to work constructively as part of a team</li> <li>• Calmness under pressure</li> <li>• A detailed knowledge of the wide variety of special needs</li> <li>• An enthusiastic and positive attitude towards young people and the education environment</li> <li>• Ability to use own initiative in undertaking tasks</li> <li>• Flexible approach to working arrangements</li> <li>• Ability to work with a wide range of people and services</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Help others to understand the need and reasons for change</li> <li>• Experience of teaching small groups</li> </ul>
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