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| **PERSONAL ATTRIBUTES** |
|  | **ESSENTIAL** | **DESIRABLE** |
|  | **ATTRIBUTE** | **STAGE IDENTIFIED** | **ATTRIBUTE** | **STAGE IDENTIFIED** |
| **QUALIFICATIONS AND TRAINING** | Reasonable standard of education | Application | NVQ 1 or 2 or other specific qualification in a relative aspect of childcare or education | ApplicationInterview |
| **KNOWLEDGE AND SKILLS** | Enthusiastic and positive disposition with an ability to work and communicate with both children and adults | Interview | A basic understanding that pupils who have complex or profound learning difficulties may have difficulties in communication, independence and behaviour A basic understanding of autism  | Interview |
| **EXPERIENCE** | Experience of working as a part of a team Experience of working with children or Parenting/childminding skills | Application | Experience of working with pupils with severe and profound and multiple learning difficulties or Autistic Spectrum DisordersExperience of working with pupils with complex learning difficulties  | ApplicationInterview |
| **SPECIAL REQUIREMENTS** | Ability to work effectively as a team member Ability to work unsupervisedAbility to use own initiativeGood health and attendance record in previous employmentCalm and caring disposition | Interview |  Experience of working with pupils who demonstrate complex and challenging behaviours | Application |