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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 | Application  Interview |
| **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 Disorders  Experience of working with pupils with complex learning difficulties | Application  Interview |
| **SPECIAL REQUIREMENTS** | Ability to work effectively as a team member  Ability to work unsupervised  Ability to use own initiative  Good health and attendance record in previous employment  Calm and caring disposition | Interview | Experience of working with pupils who demonstrate complex and challenging behaviours | Application |