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| **PERSONAL ATTRIBUTES** | | | | |
|  | **ESSENTIAL** | | **DESIRABLE** | |
|  | **ATTRIBUTE** | **STAGE IDENTIFIED** | **ATTRIBUTE** | **STAGE**  **IDENTIFIED** |
| **QUALIFICATIONS AND TRAINING** | No specific qualifications are required for this post  A commitment to your own continuing professional development | Application  Interview | Evidence of participation in training relevant to working with young people with special educational needs  A willingness to undertake additional training associated with the role and responsibilities of the post | Application  Interview  Interview |
| **EXPERIENCE** | Experience of working with young people | Application  Interview | Experience of working with secondary aged pupils with complex, severe or profound and multiple learning difficulties | Application  Interview |
| **KNOWLEDGE AND SKILLS** | An understanding that safeguarding and meeting the personal care needs of pupils are central parts of the job.  An understanding that there will be a requirement to follow school policies.  An ability to work as part of a team in any class in school | Interview  Interview  Interview | Knowledge of safeguarding, first aid and manual handling procedures.  Experience of working with pupils with complex or challenging behaviours including pupils who have autism. | Interview  Interview |
| **SPECIAL REQUIREMENTS** | An ability to swim – the post holder must feel sufficiently confident to work in a pool where the maximum depth is approx. 4ft. | Interview | An ability to drive a minibus. | Application  Interview |