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| **PERSONAL ATTRIBUTES** |
|  | **ESSENTIAL** | **DESIRABLE** |
|  | **ATTRIBUTE** | **STAGE IDENTIFIED** | **ATTRIBUTE** | **STAGE** **IDENTIFIED** |
| **QUALIFICATIONS AND TRAINING** | No specific qualifications are required for this postA commitment to your own continuing professional development | ApplicationInterview | 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 | ApplicationInterviewInterview |
| **EXPERIENCE** | Experience of working with young people | ApplicationInterview | Experience of working with secondary aged pupils with complex, severe or profound and multiple learning difficulties | ApplicationInterview |
| **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 | InterviewInterviewInterview | Knowledge of safeguarding, first aid and manual handling procedures. Experience of working with pupils with complex or challenging behaviours including pupils who have autism. | InterviewInterview |
| **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.  | ApplicationInterview |