| **Area** | **Necessary requirements** | **Evidenced by** |
| --- | --- | --- |
| **Education/**  **Training** | **Essential**  A good level of education to include at least GCSE level Maths and English. | Application/ Interview/ Certificates |
| **Desirable**  NVQ 2 for Teaching Assistants or equivalent qualifications or experience  Further education Degree, Diploma or other recognised professional qualification in a relevant area. | Application/ Interview |
| **Experience/**  **Skills** | **Essential**  Good numeracy/literacy skills  Good communication skills  Passionate about helping students to improve and progress  Patient, caring and understanding  Good organisational skills  Good / competent IT skills  Be able to communicate effectively to students, parents and other colleagues orally and in writing  Have a basic understanding of data and how it can be used to support student learning  The ability to work independently | Application/ Interview/ references |
| **Desirable**    Experience delivering targeted intervention support for a range of SEND areas such as: Social and Emotional Health, Cognition and Learning, Communication and Interaction and Physical disability.  Training in the relevant learning strategies to support a range of SEND needs. | Application/ Interview |
| **Knowledge** | **Essential**  Understanding of relevant polices/codes of practice and awareness of relevant legislation relating to SEND  Basic understanding of child development and learning  Ability to self-evaluate learning needs and actively seek learning  opportunities  Ability to relate well to children and adults  Work constructively as part of a team, understanding classroom  roles and responsibilities and your own position within these  **Desirable**  Aware of and some knowledge of the SEND code of practice.  Awareness and knowledge of Safeguarding and child protection. | Application/ Interview |