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| **Characteristics:** | **Essential:** | **Desirable:** |
| **Experience:** | | |
| Experience of working with young people with special needs in a school or Post 16 setting | √ |  |
| Experience of working with young people with profound and multiple learning difficulties. |  | √ |
| **Qualifications and training:** | | |
| NVQ Level 3 or equivalent qualification in childcare or education. |  | √ |
| At least GCSE (C or above) or equivalent in Maths and English or willingness to do this | √ |  |
| At least 2 years’ experience in a school college or care environment working on clear targets linked to the curriculum or development of skills & independence. | √ |  |
| **Skills and knowledge:** | | |
| Knowledge and experience of using a range of computer applications and ICT to support teaching and learning. | √ |  |
| Understanding of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection. | √ |  |
| Basic knowledge and understanding of health and safety, including the ability to identity and minimise risks. |  | √ |
| A good understanding of the National Curriculum, personal development, accreditation or other basic learning programmes and strategies. | √ |  |
| A good understanding of child development. | √ |  |
| Ability to relate well to young people and adults. | √ |  |
| Ability to organise day to day activities to develop skills for young people. | √ |  |
| **Specialist Skills and Knowledge:** | | |
| Ability to work with students that present challenging behaviour. | √ |  |
| A knowledge of Individual Education Plans. | √ |  |
| To undertake the role of Key Worker and support the planning and implementation of personalised programmes. | √ |  |
| Training and skills around de-escalation techniques and positive behaviour management. | √ |  |
| First aid training. |  | √ |
| **Personal Circumstances:** | | |
| A criminal records check at enhanced level | √ |  |
| Exempt from the Rehabilitation of Offenders Act 1974 | √ |  |
| **Physical Requirements:** | | |
| No serious health problem which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments) | | |
| Good sickness/attendance record in current and previous employment, college or school as appropriate (not including absences resulting from disability) | | |