

| <b>General heading</b>                 | <b>Detail</b>                                 | <b>Examples</b>  |
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| <b>Qualifications &amp; Experience</b> | Specific qualifications & experience          | Successful experience working with children/ in a school/early years environment. Experience of implementing therapeutic interventions with children. Experience and understanding of working with children with SEND. |
|  | Knowledge of relevant policies and procedures | Good knowledge of appropriate procedures, regulations and guidance. Knowledge of Safeguarding and Child Protection. Basic First Aid.   |
|  | Literacy                                      | Good standard of Literacy skills   |
|  | Numeracy                                      | Good standard of mathematical skills   |
|  | Technology                                    | Good working knowledge of ICT  |
| <b>Communication</b>                   | Written                                       | Ability to write basic reports, record keeping and observations.   |
|  | Verbal  | Ability to use clear language to communicate information unambiguously. Ability to listen effectively. Ability to use a range of communication techniques, e.g. Makaton.   |
|  | Languages                                     | Overcome communication barriers with children and adults   |
|  | Feedback                                      | Consult with children and their families, carers and other adults and colleagues.  |
| <b>Working with children</b>           | Behaviour Management                          | Ability to demonstrate effective implementation of the school's behaviour management policy.   |
|  | SEN   | Ability to demonstrate effective strategies to achieve inclusion of pupils.  |
|  | Curriculum                                    | Good understanding of the school organisation, learning and pastoral support systems.  |
|  | Child Development                             | Good understanding of child development and pastoral issues such as inclusion. Good understanding of the general aspect of child development.  |
|  | Health & Well being                           | Understand and support the importance of physical and emotional wellbeing. Knowledge of the social and emotional factors which affect a child's ability to learn.  |
| <b>Working with others</b>             | Working with partners                         | Ability to make a proactive contribution to the work of the Inclusion team and class team within the School. Ability to work with parents and carers to improve support for children.                                  |
|  | Relationships                                 | Ability to establish rapport and respectful and trusting relationships with children, their families and carers.   |
|  | Team work                                     | Ability to work effectively with a range of adults. Be able to Influence the attitudes and opinions of others. Self-motivated and takes initiative.  |
|  | Information                                   | Contribute to the development and implementation of effective systems to share information.  |

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| <b>Responsibilities</b> | Organisational skills           | Good organisational skills.<br>Ability to remain calm under pressure.   |
|                         | Time Management                 | Ability to manage own time effectively.   |
|                         | Creativity                      | Demonstrate creativity and an ability to resolve problems independently   |
|                         | Child Protection                | Good understanding and effective implementation of Child Protection & Safeguarding procedures.  |
|                         | Confidentiality/Data Protection | Understand and comply with procedures and legislation relating to confidentiality and GDPR.   |
| <b>General</b>          | Equalities                      | Awareness of and promotion of equality  |
|                         | Health & Safety                 | Good understanding of Health & Safety   |
| <b>Training</b>         | CPD                             | Demonstrate a clear commitment to develop and learn in the role<br>Constantly improve own practice/knowledge through effective self-evaluation and learning from others |