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|  | Essential | Desirable |
| Experience | * Good working knowledge of the education system * Experience of working with, and   having empathy with, young  people.   * Experience supporting pupils with EHCPs | * Experience providing personal care for children with complex needs * Experience working with communication aids, including eye gaze technology * Experience supporting physiotherapy exercises and feeding |
| Qualifications and Training | * Level 2 qualifications (4 GCE/GCSE Grade A\*-C or equivalent including English and Mathematics) or evidence of good literacy and numeracy skills * Willingness to develop new skills, undertake further training and consider new approaches to supporting young people achieve their potential * ICT Skills to produce correspondence and reports as required | * Qualification related to SEND, SEMH, or Personal Care support * First Aid qualification |
| Skills and Abilities | * Ability to deliver personal care sensitively and respectfully * Good communication skills with pupils, staff, and parents/carers * Ability to follow health care plans and physiotherapy guidance * Strong organisational skills and record keeping * Ability to work independently and as part of a team | * Ability to adapt learning resources and support to meet individual needs * Proficient with IT for record keeping and communication |
| Other Factors | * Patient, calm, and empathetic approach * Flexible and proactive mindset * Resilient and able to manage challenging behaviour sensitively * Commitment to promoting inclusion and equality * Discreet and professional, always maintaining confidentiality | * Enthusiastic about continuing professional development |