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|  | Essential | Desirable |
| Experience  | * Good working knowledge of the education system
* Experience of working with, and

having empathy with, youngpeople.* 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
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| 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
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| 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
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| 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
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