



Special Needs Assistant Person Specification

Requirements	Essential	Desirable	Method of Assessment
Qualifications	Educated up to GCSE level (or equivalent)	Evidence of additional training related to autism Evidence of additional training in supporting in the classroom	Production of the Applicant’s certificates Discussion at interview Independent verification of qualifications
Experience	Experience of working with individuals with special needs Or Experience of working in a caring role	Experience of working in a school environment Experience of working with pupils with ASD Personal experience	Contents of the application form Interview Professional references
Skills	Reflects on how their actions affect people they work with Actively collaborates in teams by supporting and following decisions Able to keep composure and remain calm and consistent To be flexible in approach and be responsive to changing demands	Ability to use Makaton IT skills to include office Team Teach Trained Problem solving	Contents of the application form Interview Professional references
Knowledge	Knowledge or understanding of individuals with special needs	Previous experience of working with people with challenging behaviours Knowledge and understanding of ASD and associated difficulties	Contents of the application form Interview Professional references
Personal competencies and qualities	Motivation to work with children and young people Ability to form and maintain appropriate relationships and personal boundaries with children and young people Emotional resilience in working with challenging behaviours Positive attitude to use of authority and maintaining discipline Enthusiastic and committed to eliciting the best possible outcomes for pupils. Physically fit		Contents of the application form Interview Professional references