

Person Specification – SMSA

PLEASE NOTE

The method of assessment for each criterion is shown in the right hand columns. The short-listing criteria are indicated by asterisk in the application form column. Short-listing for interview will be based solely on whether the candidate indicates on their application form that they meet these Short-listing Criteria. All mandatory criteria are underlined. The successful candidate must satisfy all of the mandatory criteria, and will normally meet all or most of the other appointment criteria. All candidates must satisfy the Equal Opportunities and Customer Care criteria which are mandatory.

	METHOD OF ASSESSMENT		
	APPLICATION FORM	INTERVIEW	TEST
1. ABILITIES			
(a) Ability to work as part of a team.		*	*
(b) Previous successful experience in working with or caring for children with special needs	*	*	
2. SKILLS			
(a) Empathy with the needs of children	*		*
(b) Experience of supervising children	*	*	
(c) Ability to communicate clearly and positively with all	*	*	
3. KNOWLEDGE			
(a) An ability to interact positively with pupils, parents and colleagues	*	*	
(b) Awareness of health and hygiene procedures.		*	
(c) an ability to interact positively with pupils, parents and colleagues	*	*	
4. EDUCATION AND PROFESSIONAL QUALIFICATIONS ESSENTIAL TO THE POST			
(a) Good standard in literacy and numeracy	*	*	
5. EQUAL OPPORTUNITIES RELEVANT TO THE POST (mandatory)			
Understanding of and commitment of the Trust's Equal Opportunities policy.	*	*	