**Person Specification**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | 1. relevant qualifications – NNEB (Cache), BTEC Diploma in Caring Services or NVQ Level 3 in Child Care and Education/Early Years Care and Education or equivalent | 1. further relevant qualification/training e.g. SEN In-Service training | Application form  Selection Process  Pre-employment checks |
| **Experience** | 1. experience of working with children with Special Educational Needs | 1. experience of working with VI pupils 2. early years’ experience | Application form  Selection Process  Pre-employment checks |
| **Skills / Knowledge** | 1. ability to work flexibly as part of a team 2. good organisational skills 3. good communication skills 4. willingness to learn Braille skills 5. knowledge of ICT | 1. knowledge of VI issues 2. ability to take on responsibility 3. creativity in producing tactile early years resources | Application form  Selection Process  Pre-employment checks |
| **Personal Qualities** | 1. a commitment and understanding of safeguarding issues 2. the ability to travel to, and between various sites within the County 3. supportive references | 1. enthusiasm 2. sensitivity to pupils’ needs | Application form  Selection Process  Pre-employment checks |