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| **Characteristics:**  | **Essential:** | **Desirable:** |
| **Experience:**  |
| At least 3 years ABA or classroom or similar SEND experience. | √ |  |
| At least 1 year successful experience in leading work on ABA with SEND students. |  | √ |
| Successful experience of working with children and young people with autistic spectrum difficulties, communication and interaction difficulties and social, emotional and behavioural difficulties. | √ |  |
| Ability to work in partnership with parents, carers and other professionals. | √ |  |
| **Qualifications and training:**  |
| HLTA experience or qualifications. |  | √ |
| Specialist ABA training. | √ |  |
| Equivalent qualifications or experience with pupils with SEND/Autism. | √ |  |
| At least GCSE (C or above) or equivalent in Maths and English.  | √ |  |
| Evidence of participation in specialist CPD, Moving & Handling, Positive Handling, PECS, Makaton, Knowledge of learning programmes and strategies. | √ |  |
| Participation in general training, 1st Aid, administration of medication, pool safety etc. |  |  |
| **Skills and knowledge:**  |
| Knowledge and experience of using a range of computer applications and ICT to support teaching and learning. | √ |  |
| Understanding of policies and procedures relating to child protection, health and safety, confidentiality and data protection. | √ |  |
| Basic knowledge and understanding of health and safety, including the ability to identity and minimise risks. |  | √ |
| Responsibility for keeping and updating records contributing to review of systems/records as requested. | √ |  |
| Ability to establish constructive relationships with children and act as a role model. | √ |  |
| Understanding of principles of child development and learning processes. |  | √ |
| Ability to relate well to children, young people and adults. | √ |  |
| Ability to support pupils consistently whilst recognising and responding to their individual needs. | √ |  |
| Supervising pupils outside of lesson times taking responsibility for a group/1:1. |  |  |
| **Specialist Skills and Knowledge:** |
| Ability to work with children and young people that present challenging behaviour. | √ |  |
| Specialist Curricular/Learning training which can be used to support pupils with complex needs/SEND |  | √ |
| Ability to lead, develop, record and share ABA principles in the classroom | √ |  |
| Implementation of Individual Education Plans/Behaviour plans and Personal Care plans | √ |  |
| Ability to provide objective and accurate feedback and reports, on pupil achievement, progress and other matters | √ |  |
| Ability to liaise sensitive and effectively with Parents/Carers and participate in feedback sessions/meetings with Parent/Carers |  | √ |
| Willing to undertake planned supervision of pupils’ out of school hours learning activities | √ |  |
| Willingness to attend meetings and share good practice in ABA as required. | √ |  |
| **Personal qualities:**  |
| Positive, ambitious and forward-looking | √ |  |
| Committed to safeguarding and promoting the welfare of children and young people | √ |  |
| Treat all people equally, fairly with dignity and respect | √ |  |
| A commitment to equal opportunities in the workplace and the community | √ |  |
| A commitment to anti-discriminatory and anti-oppressive practice | √ |  |
| Conscientious, honest and reliable | √ |  |
| Commitment to high standards | √ |  |
| Awareness of the need to maintain confidentially | √ |  |
| Has a positive approach to team working | √ |  |
| Takes ownership of personal development and is willing to pursue development opportunities | √ |  |
| **Personal Circumstances:** |
| A criminal records check at enhanced level | √ |  |
| Exempt from the Rehabilitation of Offenders Act 1974 | √ |  |
| **Physical Requirements:** |
| No serious health problem which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments) |
| Good sickness/attendance record in current and previous employment, college or school as appropriate (not including absences resulting from disability) |