



Key Criteria	Essential	Desirable	Measured by
Education, Qualifications, Training	<ul style="list-style-type: none"> - NVQ level 3 or equivalent in relevant subject or significant experience of working with or caring for children of relevant age and appropriate level of literacy and numeracy skills - Experience in the use of ICT - word processing/excel and SiMS usage 	<ul style="list-style-type: none"> - Training in relevant learning strategies, e.g. literacy - First Aid trained 	Application Form
Experience	<ul style="list-style-type: none"> - Good organisational and communication skills 	<ul style="list-style-type: none"> - Direct school experience - Experience of working with young people aged 11 – 16 - Evidence of working as part of a team 	Application Form Reference
Job Related Aptitude and Skills	<ul style="list-style-type: none"> - Ability to apply the school's relevant policies, in particular the Behaviour for Learning policy. - Ability to work collaboratively and effectively within a team environment - Ability to promote a positive ethos and role model positive attributes - Ability to work on own initiative and problem solve - ICT literate and ability to use ICT effectively to support learning - Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for their development as learners - Ability to motivate and engage young people - Ability to safely manage classroom activities, the physical space and resources - Genuine interest in working with young people and in education 	<ul style="list-style-type: none"> - Awareness of current developments in education - Understanding of the national curriculum - Basic understanding of child development and learning - Displays good written and oral communication skills - Good numeracy/literacy skills 	Application Form Reference Interview
Personal Qualities	<ul style="list-style-type: none"> - Professional approach - Willingness to accept training and develop new skills in key areas of the job - Able to demonstrate discretion, confidentiality and commitment - Flexible and good humoured approach - A commitment to diversity and equality in the working relationships and practice - Enthusiasm for working with students - Record of good attendance and punctuality <p>The ability to converse at ease with parents/pupils and members of the public and provide advice in accurate spoken English is essential for the post</p>	<ul style="list-style-type: none"> - Organised - Reliable - Confident manner - Patience and Resilience 	Application Form Reference Interview

Successful candidates will be subject to a full DBS (Disclosure Barring Service) disclosure