Measurements: A=Application, I= Interview, R=Reference, T=Task, E= Essential, D=Desirable

**Training and Qualifications**

|  |  |  |
| --- | --- | --- |
| Level 2 Mathematics and English or equivalent | A | E |
| A levels or Equivalent | A | D |
| Evidence of CPD which enhances classroom practice. | A | D |

**Experience**

|  |  |  |
| --- | --- | --- |
| Evidence of successfully supporting students with their learning. | A | E |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. | A,I | E |
| Experience of supporting all aspects of inclusion to successfully meet the needs of pupils with complex special educational, social and emotional needs. | A,I | E |
| Experience of working collaboratively with others. | A,I | D |

**Knowledge**

|  |  |  |
| --- | --- | --- |
| A clear understanding of what makes Olive Multi- Academy Trust different | A,I | E |
| An understanding of a range of special needs, especially SEMH, ASD, ADHD and SpLD. | A,T,I | D |
| An understanding of disadvantage and difficult settings. | A,T,I | E |

**Skills and Abilities**

|  |  |  |
| --- | --- | --- |
| Ability to support students with literacy and numeracy. | A,I,T | E |
| Ability to deliver high quality cover lessons unaided | A, I | E |
| Knowledge of standard English. | A,I | D |
| An understanding of expeditionary learning. | A,I | E |
| Excellent interpersonal and communication skills, and the ability to form strong relationships with all stakeholder groups | A,I,T,R | E |
| Ability to self-evaluate | A, I,R | E |

**Personal Aptitudes**

|  |  |  |
| --- | --- | --- |
| Personal and professional resilience in the face of challenging situations. | A,I,R | E |
| Strong personal motivation and drive. | I,R | E |
| Self-motivated, productive, diligent and thorough. | A, I,R | E |
| Commitment to own personal and professional development and that of all staff. | A,I | E |
| Convinced of the transformative nature of excellent education. | A,T,I | E |
| Empathy with the needs of children. | A,T,I | E |
| Commitment to the safeguarding of vulnerable young people. | I | E |
| A personal commitment to promoting inclusion, diversity and access. | A,I | E |
| Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues, external agencies and the wider school community. | A,I | E |
| A commitment to the vision, values, aims and objectives of the Olive Academies Trust. | A,I | E |