



1. Experience	Essential	Desirable	Application	Interview and Task
Good honours degree	✓		✓	
Commitment to professional development	✓		✓	✓
Good to Outstanding practitioner	✓		✓	✓
Small group tutoring/teaching/support work		✓	✓	✓
Working with students with SEMH		✓	✓	✓
2. Knowledge, skills and understanding				
A broad knowledge of the English and maths curriculum		✓	✓	✓
Ability to communicate effectively, both orally and in writing with a range of audiences	✓		✓	✓
Clear understanding of effective learning and teaching styles		✓	✓	✓
Understanding of the needs of students experiencing identified barriers to learning such as disaffection, lack of confidence, SEMH and/or exam anxiety	✓		✓	✓
3. Planning, teaching and classroom management				
Proven ability to raise standards and support the progress of students with identified barriers to learning		✓	✓	✓
Experience in small group tutoring/teaching/support work		✓	✓	✓
Is able to identify and plan for differentiation	✓		✓	✓
Has high disciplinary standards and good behaviour management skills	✓		✓	✓
4. Monitoring, evaluation and review				
Is able to monitor and track student performance and progress	✓		✓	✓
Is able to review progress and implement change	✓		✓	✓
5. Personal Qualities and attributes				
Flexible and approachable	✓		✓	✓
Is able to foster positive relationships with students and enjoys seeing them learn and progress	✓		✓	✓
Is flexible, able to work under pressure and meet deadlines	✓		✓	✓
Is a strong role model for staff and students which includes having excellent professionalism, attendance and punctuality	✓		✓	
6. Other professional requirements				
A commitment to, and understanding of, the wider aspects of student development, including tutoring, SMSC and the promotion of core British values	✓		✓	✓



Ability to communicate effectively with parents/carers and other professionals as necessary	✓		✓	✓
Is determined to promote a culture that celebrates success	✓		✓	✓